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Agreement
between the
Rush-Henrietta
Chief Executive Officer
and the
Rush-Henrietta
Employees Association
Teachers Chapter

2003 – 2007

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JAN 22 2004

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

Table of Contents

| | <u>Page</u> |
|--|-------------|
| Preamble..... | 1 |
| Article 1 Recognition and No Strike..... | 1 |
| Article 2 Negotiating Procedures..... | 1 |
| Article 3 Consultation | 2 |
| Article 4 Building Advisory Committee..... | 3 |
| Article 5 Safety Committee..... | 3 |
| Article 6 Certification..... | 3 |
| Article 7 Teaching Hours..... | 4 |
| Article 8 Sick Leave..... | 5 |
| Article 9 Worker's Compensation..... | 7 |
| Article 10 Bereavement Leave..... | 7 |
| Article 11 Personal Leave..... | 8 |
| Article 12 Jury Duty | 9 |
| Article 13 Leaves of Absence | 9 |
| Article 14 Assignments and Transfer | 10 |
| Article 15 Employment Year | 12 |
| Article 16 Teacher Appraisal | 13 |
| Article 17 Official Personnel File | 16 |
| Article 18 Class Size | 17 |
| Article 19 Association President | 18 |
| Article 20 Protection of Staff | 18 |
| Article 21 In-Service | 18 |
| Article 22 Noncompensated Extracurricular Activities | 19 |
| Article 23 Grievance Procedure | 19 |
| Article 24 Physical Examinations | 22 |
| Article 25 Fellowships | 23 |
| Article 26 Summer Enrichment Grants | 26 |
| Article 27 Snow Days | 27 |
| Article 28 Curriculum Work..... | 27 |
| Article 29 Salaries | 28 |
| Article 30 Academic Intervention Services | 40 |
| Article 31 Substitute Teachers | 40 |
| Article 32 Discipline and Dismissal Procedures | 42 |
| Article 33 Agency Shop | 42 |
| Article 34 Complete Agreement Clause | 44 |
| Article 35 Retirement | 44 |
| Article 36 Part-Time Employees | 47 |
| Article 37 Employee Assistance Program | 50 |
| Article 38 Kindergarten | 50 |
| Article 39 Collegial Coaching | 50 |
| Article 40 Newly Hired Employees | 51 |
| Article 41 Dues Deductions | 52 |
| Article 42 Duration | 52 |
| Article 43 Savings Clause | 52 |
| Appendix A Teacher Appraisal Criteria | 53 |
| Appendix B Memorandum of Understanding | 55 |
| Appendix C Senior High School Block Scheduling | 64 |

Preamble

Whereas, the Board of Education of the Rush-Henrietta Central School District [hereinafter sometimes referred to as the Board] and the Rush-Henrietta Employees Association Teachers' Chapter, [hereinafter sometimes referred to as the Association] recognize and declare that providing a quality education for the children of the School District is their mutual aim, and

In order to effectuate the provisions of Chapter 392 of the Laws of 1967 [the Public Employees Fair Employment Act as amended from time to time] to encourage and increase effective and harmonious working relationships between the Board and the professional employees of the School District,

This Agreement is made and entered into on the 18th day of November 2003, by and between the Superintendent of Schools of the Rush-Henrietta Central School District No. 1 and the Association.

Article 1 **Recognition and No Strike**

Section 1.

Pursuant to the New York State Public Employees Fair Employment Act as amended, the Board has recognized the Association as the exclusive negotiating representative for all certificated employees in the instructional unit as defined in the Recognition Agreement adopted by the Board at its meeting on February 8, 1971, which agreement is attached hereto and made a part hereof including registered nurses and occupational therapists. The instructional unit as defined in that agreement excludes the Superintendent of Schools, all Assistant Superintendents of Schools, the Administrative Assistant to the Superintendent of Schools, District Directors of subject matter fields, all Directors of Instruction, Recruitment, Employee Relations, Attendance, all Building Principals and Assistant Building Principals and Central Office personnel.

Section 2.

The Association agrees that it will not cause, condone, sanction or take part in any strike, walkout, slowdown or work stoppage within the Rush-Henrietta Central School District No. 1 of the Towns of Rush, Henrietta, Pittsford and Brighton, Monroe County, New York.

Article 2 **Negotiating Procedures**

Section 1.

As provided for in Article 42 of this Agreement, either party may request the commencement of negotiations for a successor Agreement.

Section 2.

Neither the Board nor the Association in any negotiations shall have individual control over the selection of the negotiating process or the negotiating representatives selected by the other. Both the Superintendent of Schools and the Association may select its negotiating representatives from within or outside the school district. While no final agreement shall be executed without ratification by the Association and Superintendent of Schools, the parties

mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals and reach compromises in the course of negotiation.

Section 3.

If such renegotiation has been requested and if there be any unresolved issue[s] by one hundred twenty [120] days prior to the end of the district's fiscal year, then either party may declare the existence of an impasse and thereby invoke the impasse procedures of the New York State Public Employment Relations Board.

Section 4.

It is agreed by and between the parties that any provisions of this agreement requiring legislative action to permit its implementation of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

Section 5.

It is understood and agreed that this Agreement may be modified or amended during its term only through mutual agreement in a written and signed amendment to this Agreement.

Section 6.

A written copy of the negotiated agreement will be available to each unit member thirty [30] days after signature by both parties.

Article 3
Consultation

It is mutually agreed between the parties that the goal of the District is to provide the best possible education to the students of the District.

The Association acknowledges that, with respect to policy matters, the Superintendent and Administration cannot delegate their decision-making responsibility.

The Superintendent acknowledges that the professional staff should be encouraged to assist the Superintendent and Administration in a consultative capacity and that sound administration constantly seeks recommendations and information.

The Superintendent and Association acknowledge that such consultation must occur through existing administrative channels.

It is therefore mutually agreed between the parties that the Superintendent shall, in the formulation of those policies in which the professional staff expresses particular interest, seek to encourage suggestions and recommendations to be made by the staff through proper administrative channels.

Administrative channels are mutually recognized as the appropriate vehicle for the submission, refinement and continued study of information and recommendations made by the staff.

If the president of the Association finds that the above channels are not functioning, he may approach the Superintendent directly and transmit to him the recommendations and information.

After transmittal to the Superintendent, the President of the Association may submit to the President of the Board a written request for allotment of time on the Board's agenda to discuss the matter specified in the request. A copy of the request shall be sent to the Superintendent.

Article 4 **Building Advisory Committee**

The school principal shall establish a building advisory committee. The building advisory committee shall meet at least once a month.

Article 5 **Safety Committee**

The District-wide safety committee will have one representative from each recognized bargaining unit with an equal number of District representatives. The committee will meet at least quarterly to discuss issues of employee health and safety and shall make recommendations to the Superintendent. The District will notify the Association and Safety Committee of major construction work occurring in school buildings. The Association representative from the affected building may request to meet with the District monthly regarding the construction. Additional individuals may be involved as necessary. At this meeting, safety and health issues concerning the construction will be discussed. The District will notify the Association of any requests/complaints received from unit members, inform the Association of how the District is dealing with those requests/complaints and keep the Association informed of any further developments with those requests/complaints.

Article 6 **Certification**

Section 1.

Any certificated probationary teacher working more than one [1] period per day outside of that teacher's area of certification shall be required to complete at least six [6] hours of approved college credit required for New York State certification in the field in which the employee is teaching without certification before September 1 of the second year of probation, and twelve [12] such approved credits before September 1 of the third year of probation. Probationary teachers who have not completed all requirements for provisional certification before April 1 of their third year of probation will not be recommended for tenure appointment.

Section 2.

Provisionally certificated tenure teachers who do not complete the requirements for permanent certification by the date of the expiration of the provisional certificate will not be continued in active teaching service beyond the end of the school year in which such provisional certification expires.

Section 3.

The Superintendent and the Association agree that a teacher may be temporarily assigned to teach outside of the employee's major or minor field of preparation if, in the opinion of the school principal and the Assistant Superintendent for Instruction, a need exists.

Section 4.

No teacher shall be permanently assigned outside of the employee's major or minor fields of preparation without the employee's consent.

Section 5.

Every effort will be made to employ only certificated teachers for permanent positions.

Article 7
Teaching Hours

Section 1.

The normal workday for teachers in grades K-5 shall be 6-3/4 hours and the normal workday for teachers in grades 6-12 shall be 7-1/2 hours with uniform starting times in each building. Starting and ending times for librarians, music teachers and guidance counselors at the secondary level may be adjusted by no more than [1] hour total upon agreement of the individual. Teachers who have an earlier start time will not be required to attend scheduled faculty or department meetings on that day. The Association will be notified of all individuals who have starting and ending time changes.

Section 2.

It is acknowledged that professional meetings outside of this normal workday may require the teachers' attendance. Special Education teachers will be required to attend the meetings of one department and will stay current with other departments with which the teacher works.

Section 3.

Each teacher shall have a lunch period free from assigned duties of at least thirty [30] minutes.

Section 4.

Those employees who are designated by the District as "traveling teachers" shall have not less than thirty [30] minutes per day for required, job-related travel between and among buildings of the District. This time shall be treated as that employee's administrative assignment. The traveling teacher shall be reimbursed for mileage between assigned schools at the Board-approved rate. The District shall designate a home school for each traveling teacher. Notification of home school will be given each traveling teacher by no later than September 30.

Section 5.

Representatives to the Committee on Special Education and representatives to the Instructional Council shall receive \$500 per year.

Section 6.

Teachers in both elementary and secondary schools shall have a minimum of thirty [30] consecutive minutes of unassigned time during the school day, exclusive of lunch time.

Section 7.

Insofar as possible, District-level meetings will start no later than thirty [30] minutes following the end of the school day as defined in this Article and will last for no more than one hour and

a half. Provided, however, that there will be no compensation for any teacher who must wait longer than thirty [30] minutes for a District-level meeting to begin, but if such a wait occurs, the scheduled meeting will last no longer than one [1] hour.

Section 8.

It shall be the objective of the District to schedule faculty meetings, secondary department meetings and elementary curriculum meetings on Wednesday or Thursday.

Article 8
Sick Leave

Section 1.

Each full-time teacher shall accrue ten [10] days of sick leave per year. Teachers who are in their first year of employment with the district shall not accrue such leave until such teacher has completed five [5] consecutive working days and may not apply such leave retroactively.

Section 2.

Unused sick leave accumulation at the end of the employment year [June 30] shall be carried forward into the next employment year.

Section 3.

Leave taken under this Article shall be for the personal illness or physical disability of the teacher and shall be with pay.

Section 4.

Charges against accumulated sick leave shall be made commencing with the first day of illness or disability.

Section 5.

If an employee has exhausted his/her accumulated sick leave, he/she may request the Superintendent to recommend to the Board the granting of additional sick leave. Such request shall be in writing and shall state the anticipated date of the employee's return to work. At his/her sole discretion, the Superintendent may recommend all, any part of or none of the requested additional sick leave.

The Board, at its sole discretion, may grant all, any part of or none of the additional sick leave days if and as recommended by the Superintendent. If an employee has exhausted his/her paid sick leave, he/she must request an unpaid medical leave of absence. The request shall be in writing and shall be accompanied by a statement from the employee's personal physician who shall state the anticipated date of the employee's return to work.

Health and life insurance benefits will continue at District expense for three [3] months after exhaustion of paid sick leave inclusive of a maximum of 12 months of Worker's Compensation benefits. After this period, an employee placed on an unpaid medical leave of absence may continue his/her membership, at his/her own expense, in the District's health and life insurance programs. The employee shall make arrangements through the District Business Office for payment of the premium.

Section 6.

The Superintendent may request a doctor's certificate if the sick leave taken exceeds five [5] consecutive days or occurs on the day immediately preceding or following a holiday recess.

Section 7.

Sick leave may only be taken during the employment year as defined in this Agreement.

Section 8.

There shall be no maximum accumulation of sick leave.

Section 9.**Sick Leave Reserve**

- a. A sick leave reserve will be established to provide teachers with additional sick leave in the event of long-term illness or injury. The reserve will be established with earned and unused sick leave days voluntarily donated by teachers. Each teacher can become a member of the sick leave reserve by donating one [1] day of accumulated sick leave by September 30 of each year, or within 30 days of employment, by completing an annual membership form. The donation is irrevocable and shall not be made to a specific teacher for his/her exclusive use. Only teachers who have joined the sick leave reserve may draw from the reserve.
- b. If the sick leave reserve falls below 150 days, members will be asked to voluntarily contribute an additional day. Unused days will be carried over into the next school year. If there are more than 500 days in the sick leave reserve at the beginning of a school year, membership will continue without additional contributions. New members will be required, however, to donate one day.
- c. An initial membership drive will be held upon approval of this proposal. Teachers may contribute up to five [5] earned and unused sick leave days. Requests to withdraw from the sick leave reserve will begin immediately and will be granted as soon as the reserve has enough days to cover the request.

Any teacher who is a member of the sick leave reserve will have the ability to withdraw days based on the following criteria:

1. The teacher has a long-term illness or injury, defined as an illness or injury which is expected to incapacitate him/her for an extended period of time, requiring absence from work for a minimum of forty [40] weekdays during the school year [September 1 through June 30]. Only one waiting period is required per specific medical condition.
2. The teacher has exhausted all of his/her accumulated sick leave.
3. The teacher has applied for sick leave extension under Article 8, Section 5, and has used the full amount authorized by the Board of Education.
4. The teacher submits written verification of his/her medical condition from a physician, including an anticipated date of return to work.

5. The teacher submits a written request to withdraw days to the Director of Human Resources.
6. No one teacher will be permitted to withdraw in excess of ninety [90] days per school year.
7. Days will be withdrawn in full day increments only, beginning on the 41st day of absence or when all sick leave is exhausted, whichever is later. Bank days may be applied retroactively in the event the accumulated days have been exhausted before the end of the waiting period.
8. The sick leave reserve may be used by a teacher one time for the same medical incident. A medical incident shall be defined as the time period when a medical condition occurs which prevents a teacher from working, ending upon the teacher's return to work.

Article 9

Worker's Compensation

Section 1.

- a. Any teacher who is injured on the job shall immediately notify his/her immediate supervisor and, in addition, that teacher shall fill out the appropriate accident form within twenty-four [24] hours from the time of the injury.
- b. All teachers shall be required to sign over to the District all daily Worker's Compensation insurance payments as long as the teacher receives sick leave pay from the District, pursuant to the sick leave provisions of this Agreement.
- c. The District, after receiving such payments, pursuant to paragraph b. above, shall restore to the teacher's credit sick leave time equal in value to the payment amounts received by the District.

Section 2.

A teacher injured while performing duties as an employee of the District shall receive paid leave to attend hearings before the Worker's Compensation Board. Requests for such leave must be filed with the teacher's school principal within five school days of receipt of notice to appear, a copy of which shall be attached to the request for leave.

Article 10

Bereavement Leave

Section 1.

Each full-time teacher shall be allowed a maximum of five [5] days' absence with full pay for the death of spouse, child, mother or father and a maximum of three [3] days' absence with full pay for each death in the remainder of immediate family.

Section 2.

Immediate family shall mean spouse, child, parent, brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents, grandchildren, step-parents and step-children.

Section 3.

There shall be no accumulation of such leave.

Section 4.

In the discretion of the Superintendent or his designee, time off up to three days' absence with full pay shall be granted for the death of an individual in a familial relationship to the unit member.

Article 11
Personal Leave

Section 1.

Each regular full-time employee shall be eligible for a paid leave of absence not to exceed two [2] days for personal business which cannot be taken care of outside normal teaching hours.

Such leave may not be used on the day before or the day after a holiday recess, except with prior approval of the Director of Human Resources. Such days may not be used to extend personal pleasure holidays.

Except under emergency circumstances, the teacher shall give at least two [2] school days' advance notice in writing.

Reasons for such leave need not be included in such notice except for the day before and the day after a holiday.

Section 2.

Regular full-time employees shall be eligible for a paid leave of absence not to exceed three [3] days which may be used for: [a] sickness in the immediate family as defined in Article 10, Section 2; [b] subpoenaed as a witness in a legal proceeding, other than jury duty [if subpoenaed by the District to testify on behalf of the District, the District shall grant a leave not to be charged to employee's personal leave]; [c] observance of a religious holiday which falls on a regularly scheduled school day; [d] funeral other than spouse, child, mother or father; or [e] fire, accident, specified legal or emergency situation which directly affects the teacher or [f] graduation, or award or recognition for a child or spouse and required parent-teacher conferences.

Section 3.

A regular full-time employee may request an unpaid leave of absence for compelling personal reasons which cannot be taken care of outside regular teaching hours. Requests for unpaid leave shall be directed to the Superintendent, or his designee. Except in emergency situations, requests for such leave shall be submitted at least one [1] full month in advance of the requested commencement date for such leave.

All such requests for leave shall be in writing, setting forth the dates on which such leave would occur if approved and the use to which such leave would be put.

Except in emergency situations, if the request is not acted upon by one week before the requested date of commencement, the teacher may assume that the unpaid leave has been approved. Accumulated sick leave cannot be used during the unpaid leave.

Section 4.

Unused personal leave days may accumulate to a maximum of ten [10] days. Such days may be used only for the purpose specified in Section 2 [a] or 2 [c] of this Article.

Section 5.

Abuse of the provisions of this Article may subject a teacher to disciplinary action.

Section 6.

If a teacher has exhausted his/her personal leave under Sections 1, 2 and 4, or bereavement leave under Article 10 where applicable, and due to extreme family illness or death in the immediate family requires additional leave, he/she may submit a written request to the Superintendent to request additional leave. Extension of this leave shall be at the discretion of the Superintendent of Schools.

Article 12

Jury Duty

Section 1.

Each teacher who is required to serve on a jury or is required to report to court in person in response to a jury duty summons, or is required to report for jury examination during the school year shall be paid his/her normal salary.

Section 2.

Jury duty leave shall not be deducted from a teacher's personal leave days. The teacher shall provide a copy of the jury notice to his/her principal.

Article 13

Leaves of Absence

Section 1.

The Board, at its discretion, may grant leaves of absence without pay to a regular full-time employee, when in its opinion, such a grant would benefit the District and there is reasonable expectation that the recipient will return to his or her position in the District.

Section 2.

- a. The child-bearing portion of this leave will permit the employee to use her accumulated sick leave or to apply for an unpaid leave of absence not to exceed two [2] years.
- b. The child-rearing portion of this leave will be an unpaid leave for a period not to exceed two [2] years.
- c. Requests for unpaid leave shall be directed to the Superintendent or his designee. Except in emergency situations, requests for such leave shall be submitted at least one [1] month in advance of the requested commencement date for such leave. All such requests shall be in writing, setting forth the dates on which such leave would occur if approved.
- d. In accordance with Article 8 accumulated sick leave may be used, prior to beginning an unpaid leave, if the teacher is physically unable to perform assigned duties.

- e. If a teacher does not wish to apply any of her accumulated sick leave to the period of absence attributable to pregnancy, delivery and recovery from delivery, or if a teacher wishes to adopt a child, such teacher may request a child-rearing leave for a period not to exceed two years provided the adoptive child is not of school age or is a hard-to-place or handicapped child who is under the age of 18 as set forth in Labor Law Section 201-C.

Section 3.

- a. A teacher on an unpaid leave of absence of one semester or more in length must notify the Director of Human Resources, in writing, by December 1 or April 1 of the date on which he/she wishes to resume teaching duties. Reinstatement shall be at the beginning of a semester. To the extent possible, reinstatement shall be to the teaching position that teacher left.
- b. Any teacher on a long-term leave of absence who wishes to terminate such leave during the school year and resume his/her teaching duties must notify the Director of Human Resources, in writing, at least thirty [30] days in advance. Such teacher shall be given priority consideration for reinstatement to any openings which exist at that time, for which that teacher is certified. Such teacher shall not be allowed to displace his or her replacement.

Section 4.

The time spent on any long-term unpaid leave of absence, including any mutually agreed upon extension thereof, shall not be credited for advancement on the salary schedule nor toward completion of the probationary period. A teacher on an approved unpaid leave of absence may continue his/her membership, at his/her own expense, in the District's health insurance programs. The employee shall make arrangements, through the District Business Office, for payment of the premium. The District will work with the Association to put in place life insurance availability, while on unpaid leave, at the employee's expense.

If the teacher has completed less than one-half of the first semester of the school year in which the leave commences, that teacher shall be continued on the same salary step upon his/her return that he/she was on at the commencement of the leave.

If the teacher has completed more than one-half of a semester but not more than one complete semester of the school year in which the leave commences, that teacher shall be advanced one step on the salary schedule at the time he/she resumes his/her teaching duties.

If the teacher has completed more than one semester of the school year in which his/her leave commences, that teacher shall be advanced two steps on the salary schedule upon his/her return to duty.

Article 14 **Assignments and Transfer**

Section 1.

The District shall publicize all bona fide teaching and administrative vacancies, by posting a notice on the bulletin board in each school building and by forwarding a copy of each notice to the President of the Association.

Section 2.

Those teachers who wish to apply for such positions shall do so by applying in a manner consistent with the posted notice.

Section 3.

A list of known teacher vacancies for the start of the following school year shall be distributed to each teacher by [April 15] May 1 each year. Teachers may volunteer to transfer to known vacancies.

Every effort shall be made to fill vacancies with teachers requesting voluntary transfers. If the needs of the District[*'s students*] cannot be met through voluntary assignment, the District shall proceed to involuntary assignment. Teachers who are involuntarily transferred out of a building will select from the list of known vacancies by seniority. Teachers will have five [5] work days to select from vacancies. All teachers will receive notice of assignment for the upcoming year by June 20.

After June 20, all remaining involuntary transfers between buildings will be made according to the staffing needs of the District. Each teacher involuntarily transferred will be sent all new openings within their tenure area prior to the opening of school. A teacher may file a request for any openings prior to the beginning of school. All new positions will be offered to current staff prior to the assignment of newly-hired teachers.

Teachers involuntarily transferred shall be notified of the reasons therefore, when notified of the transfer. Such reasons are not subject to the Grievance and Arbitration procedure of this Agreement.

Voluntary and involuntary assignment of teachers shall not be used as a disciplinary procedure.

Section 4.

If the needs of the District change after June 30, as determined by the Superintendent, teachers will be assigned according to the needs of the District. To the extent possible, the District Human Resources Office will notify teachers who must be transferred during the summer to ascertain their job preferences.

Section 5.

It is understood and agreed that Section 3 applies only to transfers between buildings and does not in any way prohibit the voluntary or involuntary transfer of teachers within buildings.

Section 6.

Teachers assigned to teach outside their area of certification may request consultation time with a teacher in the second area of certification prior to the start of the following school year. Such request shall be directed to the Teacher Center Policy Board who shall recommend approval or disapproval to the Human Resources Office. If the district approves the request, the District shall assign a teacher to serve as a consultant. The award of consultation time shall be limited to three [3] days at \$70 per 7-1/2 hours per teacher and shall supplement other efforts by the teacher to prepare for his/her assignment.

Article 15
Employment Year

Section 1.

The employment year for regular full-time classroom teachers shall consist of one hundred eighty-seven [187] days, except as provided in Section 2.

Section 2.

The employment year for all guidance counselors, reading resource teachers, librarians, school psychologists, social workers, and Teacher Center director shall run from September 1, through and including, June 30 in any given year. All holidays granted to classroom teachers shall be observed.

Section 3.

Opening of school, one (1) day without students within which teachers will have the equivalent of one-half day for planning and preparation, during and after which no meetings will be scheduled.

Section 4.

Unless necessary to meet the minimum number of student attendance days required by the regulations of the Commissioner of Education for full state aid, the last week for grades K-8 will provide for a minimum of two days without students.

Section 5.

Subject to mutually-agreed-upon variations, the BOCES #1 calendar shall be used as a guideline for the Winter, February and Spring recesses.

Section 6.

The Superintendent or designee shall meet with the Association President or designee for input into the school calendar prior to submission of that calendar to the Board for approval.

Section 7.

A three-day schedule will be established for High School mid-terms. A two-day testing schedule and a one/two-days correcting schedule will be established for students and staff. Students shall be in attendance only for scheduled mid-term examinations.

Section 8.

For elementary and middle school teachers, one-half day at the end of the first semester will be a teacher grading day with students not in attendance.

Section 9.

The District may require teacher attendance for the equivalent of one full day per year to address content specific initiatives. District administrators will have responsibility for designing and implementing the day. One-half of this day will be for individual teacher planning/preparation. A date(s) (which may be different for buildings and departments) will be selected between the Regents Rating Day and Labor Day by the building administrator after consultation with the staff. Identified initiatives and a schedule will be announced to teachers by April 15 prior to the upcoming school year. With prior approval of the building principal and the Assistant Superintendent for Instruction, the teacher may attend on another scheduled date or participate in its equivalent.

Section 10.

In November, there will be two (2) Superintendent's Conference days scheduled for grades K-12. At the elementary level (K-5), these days will be used for parent-teacher conferences. The equivalent of one (1) additional day will be scheduled for Kindergarten teachers. At the secondary level (6-12), there will be one (1) or two (2) parent-teacher conference days. Parent-teacher conferences may be scheduled to include evening hours. The length of the workday will remain the same.

Article 16 **Teacher Appraisal**

Section 1.

The Superintendent and the Association agree that a properly administered teacher appraisal program is desirable and that such program shall be a constructive attempt to aid teachers to develop toward their full potential. It shall be the District's responsibility to provide resources and services as appropriate in an effort to help teachers develop towards that potential as they work to meet the goals of the District. It shall be the teacher's responsibility to implement the District curriculum and keep their skills current. This Article shall apply to all teachers as set forth below.

Section 2. - Probationary Teachers

a. Pre-appraisal Conference

The purpose of this conference is to discuss teacher appraisal criteria (refer to Appendix A), district goals, appraisal instruments, Annual Operating Plan (AOP), assessment practices, and expectations of both parties. The conference will be summarized by the teacher in written narrative form.

b. Observations

Observations are visits to classrooms made by the appraiser to obtain information about the instructional program and teacher performance in a classroom as they relate to District goals related to one or more of the criteria in the 1999 State Regulation for Annual Professional Performance Review Plans as set forth in Appendix A. This information will be utilized to assist the teacher in the improvement of instruction and student achievement.

There shall be at least two scheduled observations for a probationary teacher. The teacher or appraiser may initiate a scheduled observation. A pre-observation meeting will be held between the appraiser and the teacher. The focus of the meeting will be to discuss the lesson to be observed. The discussion may include the objectives, learning context, sequence of the lesson, student behaviors, and instructional strategies and assessment. This meeting should include any discussion that will aid the appraiser in better understanding the lesson and the objectives of the lesson. Within five [5] school days following the lesson, the appraiser will meet with the teacher and review the lesson. The observation will be written on the approved observation form and given to the teacher within ten [10] school days of the post observation meeting.

During the school year, the appraiser may make unscheduled observations. These will follow no pattern and may be used in conjunction with the scheduled observation for

teacher performance appraisal, to obtain information on the instructional program and to assist the teacher.

All observations of twenty-five [25] minutes or longer shall be written up on the approved observation form. A conference regarding the observation will be held by the observer with the teacher within five [5] school days following the observation.

c. Post-appraisal Conference

The purpose of the conference is to discuss the teacher's progress and final performance that has been made for the school year. The appraisal shall be written in narrative form, following the agreed to criteria and format (Appendix A), and will indicate whether the teacher is on track for appointment to tenure. The appraisal should include suggestions, examples and/or demonstrations of any areas in need of improvement. The post-appraisal narrative will be discussed with the teacher at this post-appraisal conference by June 1.

Section 3.

Tenured Teachers and part-time teachers with more than three years in the District.

a. Beginning of the year Conference

The purpose of this conference is to discuss teacher appraisal criteria (refer to Appendix A), appraisal instruments, district goals, Annual Operating Plan (AOP), assessment practices, and expectations of both parties. The conference will be summarized by the teacher in written narrative form.

b. Year-End Summary

The teacher will prepare a written year-end summary addressing the teacher's work during the school year. The summary will include topics discussed at the beginning of the year conference. The summary will be submitted by June 1. Any response to the teacher summary will be completed by the end of the school year.

c. Observation

There shall be one scheduled observation for tenured teachers and teachers with more than three years in the District every third year. The teacher or appraiser may initiate a scheduled observation. A pre-observation meeting will be held between the appraiser and the teacher. The focus of the meeting will be to discuss the lesson to be observed. The discussion may include the objectives, learning context, sequence of the lesson, student behaviors, and instructional strategies. This meeting should include any discussion that will aid the appraiser in better understanding the lesson and the objectives of the lesson. Within five [5] school days following the lesson, the appraiser will meet with the teacher and review the lesson. The observation will be written on the approved observation form and given to the teacher within ten [10] school days of the post observation meeting.

During the school year, the appraiser may make unscheduled observations. These will follow no pattern and may be used in conjunction with the scheduled observation for teacher performance appraisal, to obtain information on the instructional program and to assist the teacher.

All observations of twenty-five [25] minutes or longer shall be written up on the approved observation form. A conference regarding the observation will be held by the observer with the teacher within five [5] school days following the observation.

Upon mutual agreement of the teacher and the administrator, an alternative to the scheduled formal observation may be agreed to. This may take the form of a portfolio, videotaped lesson, peer observation, project, or other alternative permissible under Commissioner's Regulations.

d. Three Year Summary

Every third year tenured teachers and teachers with more than three years in the District will be observed and appraised by the District. The District will provide to the Association by November 10th a list of all teachers scheduled to be appraised during the school year. The list will include the name of each teacher and the administrator assigned as the appraiser.

During the third year the appraiser will write a summary in narrative form, following the agreed to criteria and format. [Appendix A]. The appraiser and the teacher will meet to discuss the narrative prior to June 1st. The meeting is to discuss the teacher's progress and three year appraisal. The appraisal should include suggestions, examples and/or demonstrations of any areas in need of improvement.

Section 4.

All written documents under this Article shall be included in the teacher's Official Personnel File.

Section 5. - Intervention Program for Teachers

If, at any time during a school year, the administration believes that the current classroom performance of a tenured teacher or part-time teacher with more than three [3] years of employment is unacceptable, the procedure outlined in this Article will be followed. The Association will be notified prior to the initiation of this procedure. The Association will attend any and all meetings during this procedure at the request of the teacher.

1. The teacher's building principal will have a conference with the director or coordinator, teacher, and, if appropriate, the teacher's department head, to discuss the teacher's performance and to formulate a plan designed to improve that teacher's performance. The District must provide specific areas that need improvement by the teacher. The District shall develop a plan to address areas that need improvement. The District must provide resources and services as appropriate to implement the plan. The plan should include suggestions, examples and/or demonstrations of how to address the areas of need. This plan will be reduced to writing, will reflect the involvement, if any, of those administrators present at the meeting and will be given to all those present at that meeting as well as to the Assistant Superintendent for Instruction. One administrator will be designated as plan coordinator. The major responsibility for the improvement of performance will continue to rest with the teacher.
2. Observations shall occur to evaluate the implementation of the plan. The teacher shall be provided at least sixty [60] calendar days to improve the classroom performance.

Following that period, the building principal will meet with the teacher and any administrators present at the initial meeting, to further review the teacher's performance and the continuing implementation of the plan. The building principal's assessment of the teacher's performance at that point in time shall be reduced to writing, with copies given to the teacher and all those present at the initial meeting and to the Assistant Superintendent for Instruction. There shall be a recommendation regarding the status of the plan. If the plan is to be continued, the teacher shall be provided at least an additional sixty [60] calendar days to improve the classroom performance.

3. If, in the judgment of the Administration following the steps in paragraph number 2, the teacher has shown insufficient improvement, the teacher, the Assistant Superintendent for Instruction, the department head, and, if appropriate, coordinator or special area director, shall be notified, in writing, by the principal. The Superintendent shall also be notified. The written notice shall also include the specific areas of performance which have not shown sufficient improvement.
4. If the teacher wishes to appeal this assessment, he/she may do so by requesting a meeting with the Superintendent. Such request must be made in writing to the Superintendent within fifteen [15] school days after the notification at 3 above. The teacher shall attend this meeting and may bring with him/her a Rush-Henrietta Central School District teacher of his/her choice. The Superintendent shall invite one administrator who was involved in the appraisal. This meeting shall be scheduled prior to any action taken by the Superintendent or action recommended by him to the Board of Education. The Superintendent shall notify the President of the Rush-Henrietta Employees Association, Teachers' Chapter, that such meeting has been scheduled.
5. If the District is considering a 3020-a proceeding for a tenured teacher based on unsatisfactory classroom performance, the procedures of this Article shall have been followed. Nothing herein shall prevent the District from immediately filing disciplinary charges under 3020-a for reasons other than classroom performance. Once 3020-a procedures have been commenced the teacher may, within ten [10] calendar days, file a written election to proceed under the arbitration provision of this Agreement rather than the provisions of 3020-a.

Article 17

Official Personnel File

Section 1.

Each employee shall, upon request and by appointment, be permitted to review his/her official personnel file as maintained in the Human Resources Office. Such review shall not include reference information supplied by previous employers or other sources.

Any material relating to the employee's job performance or complaint filed which is to be placed in the employee's official personnel file shall first be forwarded to the teacher. The teacher must acknowledge receipt by signing the copy and returning it with any response to the Human Resources Office within fifteen [15] school days. That signed copy and any response will be placed in the teacher's personnel file.

Article 18
Class Size

Section 1.

It shall be the objective of the Board of Education that no secondary classroom teacher responsible for grading students shall be assigned responsibility for more than 150 students on a daily basis. Driver Education teachers shall be excluded.

Section 2.

No middle school classroom teacher or academic team shall be responsible for the assessment of more than 150 students. It shall be the objective of the Board of Education that no middle school classroom teacher shall be responsible for more than twenty-seven [27] students per instructional period.

Section 3.

It shall be the objective of the Board of Education that class size in the elementary schools shall not exceed twenty-seven [27] students per class. Should any class exceed thirty-two [32] students, a school monitor will be provided at the rate of three [3] hours per day for each oversized classroom.

Section 4.

It shall be the objective of the Board of Education that the normal class load at the secondary level, except for Driver Education teachers, shall be the equivalent of five [5] classes of approximately forty-five [45] minutes each, plus one administrative assignment, excluding homeroom, and one conference period as long as there are nine [9] periods at the Senior High School and eight [8] periods at the Junior High School. Effective July 1, 1988 all secondary teachers with more than three teaching preparations will not have an administrative assignment. A teaching preparation is defined as one or more classes at a grade level, academic level or specific titled course.

With respect to those employees who are designated by the District as "traveling teachers," see Article VII, Section 4, regarding those teachers' administrative assignments.

Section 5.

Current scheduling practices in the district middle schools shall be maintained so that no teacher shall be assigned more than 21 student contact hours per week. Each middle school teacher shall have six periods of unassigned time and three conference periods per week.

Section 6.

It shall be the objective of the Board of Education that the size of any class, including labs, shall not exceed the number that can efficiently and safely use the facilities available.

Section 7.

It shall be the objective of the Board of Education that a Guidance Counselor shall not be assigned more than 300 students at any given time.

Section 8.

It is understood and agreed that the following will be exceptions to the above Sections 1, 2 and 3: [1] Music, Physical Education and Art in the elementary schools. [2] Innovative Programs, e.g., large group instruction, team teaching, etc.

Section 9.

The District will make every reasonable effort to secure volunteers for a co-teaching assignment.

Section 10.

It shall be the objective of the District that the students with direct consult IEP plans shall not exceed one-third of the general education class.

Article 19
Association President

Section 1.

The President of the Association shall be allowed up to twenty [20] days of released time per school year and if the Association President is a secondary school teacher, then for the period he or she serves as Association President, that individual shall be relieved of his or her administrative assignment and homeroom responsibilities. If an elementary teacher is Association President, then for the period he or she serves as President that individual shall be granted additional release time in the amount of four [4] hours per week.

Section 2.

Such days may be taken at times mutually agreed upon by the President and the Superintendent.

Section 3.

The Association will pay the cost of the substitute teacher used to replace the President during such leave.

Article 20
Protection of Staff

Section 1.

To invoke any statutorily created liability of the Board, any employee covered by this Agreement must immediately, but in no case later than ten [10] days, after receipt, deliver the summons, complaint or other legal document to the Board.

Section 2.

Delivery as provided in Section 1 may be made to the Superintendent.

Article 21
In-Service

Section 1.

It is agreed that attendance at in-service programs conducted outside of the normal school day and during the summer shall be on a voluntary basis. In-service courses are defined as those courses offered solely, or in direct co-sponsorship, by the Rush- Henrietta Central School District.

Section 2.

All in-service courses must have prior approval of the Assistant Superintendent for Instruction. To receive payment for an in-service course, the teacher's building principal must determine that the course is appropriate to the professional development of the teacher in his/her work for the School District. Successful completion of the approved course of study is necessary to receive payment. Such successful completion shall be certified by the instructor to the Director of Human Resources and the teacher, in writing.

Section 3.

There shall be no payment for in-service courses taken while the teacher was employed by another district.

Section 4.

Payment for an approved and successfully completed in-service course started and completed after July 1, 2000, pursuant to Section 2 above, shall be on the basis of \$195.00 for one [1] in-service credit for every successfully completed fifteen [15] hours of classroom attendance. Fractional in-service credits will be paid at the rate of 1/15 for each one [1] hour of class time. These amounts shall be paid in a regular check in December, March and June [Article 24; Section 14].

Section 5.

It is understood that teacher participation in training activities offered during the student day shall be on a voluntary basis unless such training is prescribed as part of a performance improvement plan.

Article 22**Noncompensated Extracurricular Activities**

The Association recognizes that professional responsibilities toward the students of the School District may require the voluntary expenditure of time, beyond the normal school day, in extracurricular activities.

Article 23**Grievance Procedure****Section 1. Declaration of Purpose**

It is the purpose of this procedure to secure at the lowest possible administrative level, equitable solutions to alleged grievances of teachers.

Section 2. Definitions

2.1 Grievance. For the purposes of this Agreement, a grievance shall be defined as a dispute or controversy between an individual employee covered by this Agreement or the Association and the Board, arising out of the application or interpretation of the terms of this Agreement, excluding the work incentive provisions.

2.2 Association. Association shall mean the Rush-Henrietta Employees Association Teachers' Chapter.

- 2.3 Aggrieved Party. Aggrieved party shall mean any unit member filing a grievance. In the case of a probationary teacher, the Association shall be deemed the aggrieved party.
- 2.4 Party in Interest. Party in interest shall mean any party named in a grievance who is not the aggrieved party.

Section 3. General Procedures

- 3.1 Each written grievance shall include the name and position of the teacher or teachers affected by the alleged grievance, the specific Article and Section of this Agreement involved in the said grievance, the time and place where the alleged events or conditions constituting the grievance existed, the identity of the party allegedly responsible for causing the existence of the said events or conditions if known, and a statement of the nature of the grievance and the redress sought by the aggrieved party.
- 3.2 If the events or conditions which allegedly constitute a grievance directly affect 25% or more of the teachers in a school building, the Association may submit a grievance directly at Step 2 of the grievance procedure. If the events or conditions which allegedly constitute a grievance occur in two or more buildings, the Association may submit the grievance directly at Step 2 of the grievance procedure.
- 3.3 Nothing contained in this Article shall be construed as limiting the right of any teacher allegedly having a grievance to discuss the matter informally with any appropriate member of the administration.
- 3.4 The existence of the grievance procedure hereby established shall not be deemed to require any teacher to pursue the remedies here provided.
- 3.5 The aggrieved party may be represented at any step of the grievance procedure by a representative of his own choosing. However, the Association if not chosen as the representative shall have the right to have an observer present and to present the position of the Association at any phase of the procedure after 5.1 [a], below.

Section 4. Time Limits

- 4.1 No alleged grievance shall be entertained and will be deemed waived unless presented at the first available stage within fifteen [15] school days after the aggrieved party knew or should have known of the act or conditions on which the grievance is based.
- 4.2 If an aggrieved party fails to appeal an unsatisfactory disposition of his alleged grievance to the next step of the procedure within the specified time limit, the grievance will be deemed to be discontinued and further appeal shall be barred.
- 4.3 Failure at any step of the grievance procedure to communicate a decision to the aggrieved party within the time limits specified shall permit the lodging of an appeal at the next step of the procedure within the time which would have been allotted had the decision been communicated on the final day.
- 4.4 The time limits provided may be extended by mutual agreement in writing between the aggrieved party and the Superintendent.

Section 5. Grievance and Review

5.1 Step 1: Principal

- a. A teacher having an alleged grievance shall discuss it with his building Principal with the objective of resolving the matter informally.
- b. If the grievance is not resolved informally, it shall be reduced to writing on the approved form and presented to the building Principal within [2] school days after the date of the discussion at 5.1 [a] above. Within two [2] school days after the written grievance is presented to him, the principal shall render a decision thereon, in writing, and present said answer to the aggrieved party.

5.2 Step 1: Administrator for Pupil Personnel Services

- a. A psychologist or social worker having an alleged grievance shall discuss it with the Administrator for Pupil Personnel Services with the objective of resolving the matter informally.
- b. If the grievance is not resolved informally, it shall be reduced to writing on the approved form and presented to the Administrator for Pupil Personnel Services within two [2] school days after the date of the discussion at 5.1 [a] above. Within two [2] school days after the written grievance is presented to him, the Administrator for Pupil Personnel Services shall render a decision thereon, in writing, and present said answer to the aggrieved party.

5.3 Step 2: Superintendent or Designee

- a. If the grievance is not satisfactorily resolved at Step 1 and if the aggrieved party wishes to proceed further under this grievance procedure, said aggrieved party shall, within five [5] school days, present the written grievance and the principal's or Administrator for Pupil Personnel Services' written answer, if any, to the Superintendent.
- b. Within five [5] school days after the written grievance and written answer, if any, is presented to him, the Superintendent, or his designee, shall convene an informal conference with the aggrieved party and all parties in interest.
- c. Within fifteen [15] school days after the close of the conference the Superintendent, or his designee, shall present his written decision to the aggrieved party.

5.4 Step 3: Arbitration

- a. If the grievance is not satisfactorily resolved at Step 2 and if the aggrieved party wishes to proceed further under the grievance procedure said aggrieved party shall present the written grievance and the written answers, if any, from Step 1 and Step 2 simultaneously to the Association's Grievance Committee and the Superintendent within five [5] school days of the decision at Step 2.

If the Association's Grievance Committee determines that the alleged grievance is meritorious and that appealing the grievance is in the best interest of the school

system, it may submit the grievance to arbitration by written notice to the Superintendent within ten [10] days after presentation of the grievance to the grievance committee.

- b. Within five [5] school days after such written notice of submission to arbitration the Association and the District will select an arbitrator from the approved list of arbitrators. Such list will consist of arbitrators who:
 1. Are approved by both the Association and the District.
 2. Agree to work directly with the Association and the District.
 3. Agree to follow the rules and procedures of the American Arbitration Association.
 4. The list shall contain five [5] names. The District and the Association may each remove one name, if desired, in August of each school year. The parties will add a replacement within thirty [30] days.
 5. If none of the arbitrators are able to be assigned, the parties shall mutually select another arbitrator. If the parties cannot agree, a list of seven [7] arbitrators shall be requested from the American Arbitration Association and the arbitrator shall be selected by alternately striking names.
- c. The arbitrator shall have no power to add to, subtract from or modify any of the provisions of this Agreement and shall have only the power to interpret what the parties to the Agreement intended by the specific clause of the Agreement which is in issue. In the case of a grievance regarding use of the Health Fund Plan, the arbitrator's decision must be consistent with Internal Revenue Service regulations and guidelines.
- d. No decision of an arbitrator shall create the basis for retroactive adjustment in any other case.
- e. No arbitrator shall decide more than one grievance on the same hearing except by mutual agreement between the Association and the Superintendent.
- f. The decision of the arbitrator shall be final and binding upon the parties. The fees and expenses of the arbitrator and the costs of the hearing room shall be shared equally by the School District and the Association. All other expenses shall be borne by the party incurring them.

Article 24

Physical Examinations

Section 1.

After the teacher is offered employment but not later than 60 days after the first scheduled day of a teacher's employment, each teacher who is commencing the first year of the probationary period shall submit to the District Medical Officer on a form provided by that Officer the results of a physical examination taken not more than three [3] months prior to the date of

submission. Said Officer may require the teacher to provide additional data. For failure to comply with this requirement, the teacher shall not be permitted to commence or continue employment.

The required physical examination may be administered by any licensed physician of the teacher's own choosing and the expense shall be born by the teacher.

Section 2.

Upon recommendation by the Superintendent to the Board, any individual whose health condition may place in jeopardy the welfare of the students of the District, or whose health condition may interfere with the performance of the teacher's duties, may be required by the Board to undergo a medical examination. Such examination shall be performed by a physician selected by the individual from a panel of three [3] physicians approved by the Board. Such examination shall be conducted within thirty [30] days after the Superintendent's notification to the individual, and shall be paid for by the District. The results of the examination shall be reported to the Superintendent.

Article 25 **Fellowships**

Section 1.

Upon the recommendation of the Superintendent, the Board may grant fellowships for study, research, travel or any other activity designed to improve professional competence and benefit the School District.

Section 2. Application

1. All regularly employed members of the professional staff who are on tenure may make application for a fellowship.
2. Application shall be submitted to the Superintendent no later than February 1 of the year preceding the academic year for which the fellowship is requested.
3. Each application shall be submitted on forms supplied by the Board and must include a statement of the definite purpose for which the fellowship is requested and in addition:
 - a. If for study, the name of the institution at which the applicant intends to study and the courses to be pursued;
 - b. If for research, an outline of the project;
 - c. If for travel, a plan of travel; or
 - d. If for any other activity, an appropriate outline of the project or plan of action.

Section 3. Regular Fellowship

The District and the Association encourage the innovative use of the fellowship program during the regular school year.

Such innovative use could lead to certification in an additional area of certification or retraining.

Section 4. Selection

1. A fellowship may be granted to projects of one [1] full year or one-half [1/2] year in duration.
2. There shall be no minimum nor maximum number of fellowships which may be granted in any year. The number, if any, to be granted shall be at the discretion of the Board.
3. Selection of fellowship recipients shall be based upon:
 - a. The value to the teacher and School District of the proposed project;
 - b. Seniority;
 - c. Fair distribution of fellowships among secondary and elementary personnel; and
 - d. Fair distribution of fellowships among subject areas.
4. Applications for a fellowship shall be reviewed by a fellowship committee consisting of [a] the Superintendent, or his designee; [b] two [2] members of the Board of Education; and [c] the President of the Rush-Henrietta Employees Association Teachers' Chapter or a previous fellowship recipient. The committee's recommendation shall be based upon a careful evaluation of all available sources; and if an applicant is recommended, that recommendation shall be submitted by the committee to the Board.

Section 5. Fellowship Administration

1. Fellowship recipients shall receive their full salary during the term of their leave. Specific arrangements for the method of payment will be made by consultation between the recipient and the Board.
2. Graduate hour credits, up to a maximum of twelve [12], accumulated during the fellowship leave, shall be compensated for in accordance with the provision of the salary schedule. However, credits toward advancement on the salary schedule shall not be made during the duration of the fellowship. Salary increments, if any, for travel, research and other projects shall be determined by the Board upon recommendation of the Superintendent.
3. Fellowship recipients shall remain on tenure during the duration of the fellowship. The duration of the fellowship shall be counted as a period of credited service for purposes of seniority and for advancement on the salary schedule.
4. Acceptance of a fellowship shall not preclude the recipient's simultaneous acceptance of a grant or fellowship from another institution designed to facilitate the proposed project.
5. Acceptance of a fellowship shall not negate or prejudice the right of a teacher to take at any time with the approval of the Board of Education a leave of absence without pay to accept a fellowship, scholarship or other special opportunity to teach or study outside the Rush-Henrietta System.
6. Recipients of fellowships must present to the Superintendent and/or the Board of Education a comprehensive report of their completed project, travel or studies within a reasonable time after returning to their regular school duties.

7. It is expected that fellowship recipients shall return to the District upon expiration of the fellowship period. If the recipient does not return to the District upon expiration of the fellowship period, other than as a result of involuntary separation, that teacher shall repay to the District the full amount of any and all monies received from the District during the fellowship period. Such amount[s] shall become due and owing to the District immediately upon the recipient's failure to resume his/her teaching responsibilities upon the expiration of the fellowship period.

If the teacher returns for one full school year following expiration of the fellowship period but fails to complete the second full school year, except by reason of involuntary termination of his/her teaching services by the District, such teacher shall become immediately indebted to the District in an amount equal to two-thirds [2/3] of the amount of any and all monies received from the District during the fellowship period.

If the teacher fails to complete the third full school year following the expiration of such fellowship period, except by reason of involuntary termination of his/her teaching services by the District, the teacher shall become immediately indebted to the District in an amount equal to one-third [1/3] of the amount of any and all monies received from the District during the fellowship period.

Section 6. Fellowship Leave of Absence: BOCES Teaching

1. Upon recommendation of the Superintendent, the Board may grant a fellowship leave of absence to a teacher to teach in a BOCES program when it is designed to improve the professional competence of the teacher and benefit the School District.
2. All regularly-employed members of the professional staff may make application for this leave. Each application shall be submitted to the Superintendent on forms supplied by the Board and must include a statement of the definite purpose for which the leave is requested.
3. Leaves may be granted to projects of one [1] full year or one-half [1/2] year in duration. There shall be no minimum nor maximum number of fellowships which may be granted in any year. The number, if any, to be granted shall be at the discretion of the Board. Selection of the leave recipients shall be based upon:
 - a. The value to the teacher and School District of the proposed leave;
 - b. Seniority;
 - c. Fair distribution of leaves among secondary and elementary personnel; and
 - d. Fair distribution of leaves among subject areas.
4. Applications for a fellowship shall be reviewed by a BOCES fellowship committee consisting of [a] the Superintendent, or his designee, [b] two [2] members of the Board of Education; and [c] the President of the Rush-Henrietta Employees' Association, Teachers' Chapter. The committee's recommendation shall be based upon a careful evaluation of all available sources; and if an applicant is recommended, that recommendation shall be submitted by the committee to the Board.

5. Leaves granted under this section may be with or without pay.
6. Tenured recipients shall remain on tenure during the duration of the leave.
7. The duration of the leave shall be counted as a period of credited service for purposes of seniority and for advancement on the salary schedule, but not for completion of the probationary period.
8. Acceptance of this leave shall not preclude the recipient's simultaneous acceptance of a grant, fellowship, or salary from another institution designed to facilitate the proposed project.
9. Acceptance of a leave shall not negate or prejudice the right of a teacher to take at any time with the approval of the Board of Education a leave of absence without pay to accept a fellowship, scholarship or other special opportunity to teach or study outside the Rush-Henrietta System.
10. Recipients of this leave must present to the Superintendent and/or the Board of Education a comprehensive report of their completed project, travel or studies within a reasonable time after returning to their regular school duties.
11. The recipient may return upon thirty [30] days' written notice to the District.

Article 26

Summer Enrichment Grants

Section 1. Purpose

The Board of Education shall establish a Summer Enrichment Grant program with an annual budget of \$15,000.

Upon the recommendation of the Superintendent, the Board of Education may award summer enrichment grants for study, research, travel, retraining, additional certification, or any other activity designed to improve professional competence and benefit the School District.

Section 2. Application

1. All regularly employed members of the professional staff may apply for a summer enrichment grant.
2. The completed application form must be submitted to the Superintendent no later than June 1st of the school year preceding the summer for which the enrichment grant is requested.
3. The application shall be submitted on a form supplied by the District and shall be supplemented with supporting documentation as requested.

Section 3. Time Period

A summer enrichment grant may be granted for the period between July 1 and August 31 or any period of time which falls between those dates.

Section 4. Selection and Approval

The Assistant Superintendent for Instruction, the Teacher Center Director or a teacher on the Teacher Center Policy Board appointed by the President of the RHEA, Teachers' Chapter, the Director of Human Resources and the Chairperson of the Instructional Council shall review grant applications and recommend approval to the Superintendent. The Board may act only upon those applications which have been recommended by the Superintendent.

There shall be no minimum or maximum number of grants awarded in any year, except as limited by the funds available.

No single grant may exceed \$3,000 per recipient. Grants are to cover expenses incurred solely by the recipient, such as tuition, transportation, fees, lodging, books, and materials to carry out a project. They may not be used for food or other personal expenses incurred by the recipient.

Section 5. Grant Administration

1. Summer enrichment grants will be paid upon submission of paid receipts or via District purchase order.
2. Grant recipients will not be given course credit for purposes of advancement on the salary schedule for graduate courses for which tuition has been paid through grant funds.
3. Grant recipients shall provide the Superintendent with a report of his/her completed activity within a reasonable time after returning to regular school duties.
4. Summer enrichment grant recipients will be expected to return to the District at the start of the school year immediately following the grant period. If the recipient does not return, other than as a result of involuntary separation, that recipient shall repay to the District the full amount of the grant award. Such amount shall become due and owing to the District immediately upon the recipient's failure to resume his or her teaching responsibilities.

Article 27 **Snow Days**

In the event that a school day is cancelled due to inclement weather, teachers will not be expected to be in attendance at their respective schools. However, if as a result of days cancelled due to inclement weather the teaching days are reduced below 180 days, teachers shall make up the days up to and including 180, on such days as may be designated by the Superintendent.

Article 28 **Curriculum Work**

Section 1

1. It is recognized that the Assistant Superintendent for Instruction, working with the Instructional Council, has responsibility for establishing and identifying a process for curriculum review and development. Within this Curriculum Management System, an annual calendar for curriculum needs assessment and curriculum revision will be established.

Membership on the Instructional Council will include at least one [1] teacher from each elementary school and at least two [2] teachers from each secondary school to be elected by the faculty at each building.

2. The Instructional Council will communicate in a timely fashion the curriculum areas to be assessed or revised and will invite both teaching and administrative participation in curriculum work, as appropriate.
3. In addition to the above, the Assistant Superintendent for Instruction, working with the Instructional Council, will provide an opportunity for staff to apply for curriculum work in addition to that authorized specifically within the Curriculum Management System. Such requests will be reviewed within a process established by the Instructional Council.
4. It is understood and agreed that approval by the Assistant Superintendent for Instruction and/or the Instructional Council does not mean that the program will necessarily be implemented. Final authority to approve or disapprove curriculum work rests with the Board.
5. A working day shall consist of the equivalent of seven and one-half [7-1/2] hours, inclusive of a one-half [1/2] hour lunch period. Work days can be divided into half days. Such division shall be proposed in the application for curriculum work and shall apply to all staff assigned to the project.
6. Completed curriculum projects will be submitted to the immediate supervisor for final approval before payment to teacher is made. Curriculum work will be paid at the rate of \$25.00 per hour effective February 1, 2003. Effective July 1, 2005, curriculum work will be paid at the rate of \$27.00 per hour.

Article 29

Salaries

Section 1.

Effective July 1, 2003, the starting salary, Step 1, Column 1, shall be \$33,450. The vertical steps shall be calculated at 1.65% from steps 1 through 13 and 1.62% from steps 14 through 29.

Effective July 1, 2004, the starting salary, Step 1, Column 1, shall be \$33,942. The vertical steps shall be calculated at 1.63% from steps 1 through 19 and 1.62% from steps 20 through 29.

Effective July 1, 2005, the starting salary, Step 1, Column 1, shall be \$34,000. The vertical steps shall be calculated at 1.63% from steps 1 through 19 and 1.62% from steps 20 through 29.

Effective July 1, 2006, the starting salary, Step 1, Column 1, shall be \$34,883. The vertical steps shall be calculated at 1.63% from steps 1 through 19 and 1.62% from steps 20 through 29.

The horizontal columns shall be calculated at \$350 for Columns 2 through 10 and \$250 for Columns 11 through 19. Between Steps 1 and 29, teachers will advance two steps for each year of full-time service.

Section 2. Graduate Hours

After initial placement on the appropriate salary schedule column, advancement to the next column and columns thereafter shall be granted for each six [6] hours of approved and successfully completed graduate credits up to a maximum of the M + 66 column. Approval by the teacher's building principal and verification by the Human Resources Office of the accreditation of the institution at which the graduate course is to be taken must occur before commencement of each course for which payment will be sought.

To receive such credit, the teacher must supply to the Director of Human Resources transcripts from the institution of having successfully completed the approved course[s]. For graduate courses taken in the winter or spring sessions, such written record must be received by the Director of Human Resources no later than July 1. For graduate courses taken during the summer session, such written record must be received no later than November 1. For graduate courses taken in the fall session, such written record must be received by the Director of Human Resources no later than April 1.

| <u>Notification Date</u> | <u>Effective Date of Increase</u> |
|----------------------------------|---|
| Winter & Spring Session - July 1 | July 1 |
| Summer Session - November 1 | Retroactive to September 1 |
| Fall Session - April 1 | Retroactive to beginning of second semester |

Effective July 1, 1975, a teacher who has earned an MS degree and who, as of June 30, 1975, was receiving a BA+ salary which exceeded the MA+ salary to which the teacher would otherwise have been entitled, that teacher shall be held at the same salary on the MA+ Schedule but be allowed to earn credits subsequent to July 1, 1975, to a maximum of MA+66. This provision is available to all unit members including Psychologists and Social Workers. It is specifically understood and agreed that nothing contained herein shall be retroactive.

Section 3.

Part-time teachers shall receive a 1 step advancement for 1 full year of service up to and including Step 21.

Temporary teachers may not advance beyond Step 21 [excluding those teachers on the District's preferred list].

Section 4.

Regular full-time teachers who have completed fifteen (15) years of teaching and who are at or above Step 29, will be paid longevity increments as follows:

| <u>No of Years</u> | <u>Effective July 1, 2003</u> | <u>No of Years</u> | <u>Effective July 1, 2004</u> | <u>Effective July 1, 2005</u> | <u>Effective July 1, 2006</u> |
|------------------------|-----------------------------------|------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| 16 | 2320 | 16 | 2515 | 2465 | 2463 |
| 17 | 1575 | 17 | 1020 | 1165 | 1165 |
| 18 | 1150 | 18 | 1575 | 1020 | 1165 |
| 19 | 1150 | 19 | 1150 | 1575 | 1020 |
| 20 | 1150 | 20 | 1150 | 1150 | 1575 |
| 21 | 1550 | 21 | 1150 | 1150 | 1150 |
| 22 | 1400 | 22 | 1550 | 1150 | 1150 |
| 23 | 1300 | 23 | 1400 | 1550 | 1150 |
| 24 | 1425 | 24 | 1300 | 1400 | 1550 |
| 25 | 1450 | 25 | 1425 | 1300 | 1400 |
| 26 | 1475 | 26 | 1450 | 1425 | 1300 |
| 27-28 | 800 | 27 | 1475 | 1450 | 1425 |
| 29+ | 7260 | 28 | 800 | 1475 | 1450 |
| | | 29 | 7260 | 8060 | 9535 |

The longevity increment amounts on the chart above are included in the 2003-04, 2004-05, 2005-06, and 2006-07 salary schedules which are part of this agreement. Longevity increment payments will be prorated to the teacher's original date of employment, if that date is October 1. A teacher whose original date of employment was in the month of September will receive the full amount of the increment.

Years of teaching for purposes of this Section shall mean those years credited at the date of employment in the Rush-Henrietta Central District, plus those years of credited teaching experience with the Rush-Henrietta Central School District, and up to a maximum of [1] year of credit for military service, if such credit was granted to the teacher by the District at the time of employment. A maximum of one [1] year of credit for military service would equal two [2] steps on the salary schedule and would require a minimum of two [2] years of active military service.

Section 5.

The employment year for the following certificated individuals shall be from September 1 through and including June 30.

After determination of the appropriate base salary, vertical and graduate credits, the individuals shall receive the following:

| | <u>Percentage of Base Salary</u> |
|--|--------------------------------------|
| Guidance Counselor | 4.5% |
| Reading Resource Teacher | 4.5% |
| Librarian | 4.5% |
| Teacher Center Director | 4.5% |
| School Psychologist | 6.0% |
| [Initial placement MA + 30 graduate hours] | |
| Social Worker | 6.0% |
| [Initial placement MA + 18 graduate hours] | |

Department Leader (Senior High School) – Selected by building principal on annual basis – they maintain a full schedule but are relieved of an administrative assignment.

| | |
|----------------|---------|
| Math | \$4,500 |
| English | \$4,500 |
| Science | \$4,500 |
| Social Studies | \$4,500 |

A lead school nurse teacher and a lead school speech pathologist, selected on an annual basis by the District, will maintain a full schedule and each will receive a stipend of \$2,000.

Section 6. Tutoring Pay

- Teachers participating in the tutoring program shall be paid using the part-time hourly hiring schedule.

Section 7. Summer Employment

- Teachers wishing to teach in the District summer school program will make their requests to the Director of Human Resources by April 1. Each teacher who has officially applied to work in the summer school program will be notified of their status by May 1. Teachers who participate in the summer school instruction program shall be paid at the following rate per hour:

| <u>Years of In-District Summer Instruction Experience</u> | <u>Rate per Hour 2004</u> | <u>Rate per Hour 2005</u> | <u>Rate per Hour 2006</u> |
|---|-------------------------------|-------------------------------|-------------------------------|
| 1 | \$31.00 | \$32.00 | \$33.00 |
| 2 | 33.50 | 34.50 | 35.50 |
| 3 | 36.00 | 37.00 | 38.00 |
| 4 | 38.50 | 39.50 | 40.50 |
| 5 + | 41.00 | 42.00 | 43.00 |

| <u>Driver's Education Road Instruction</u> | <u>Rate per Hour 2004</u> | <u>Rate per Hour 2005 and 2006</u> |
|--|-------------------------------|--|
| 1 | \$22.00 | \$23.00 |
| 2 | 24.00 | 25.00 |
| 3 | 26.00 | 27.00 |
| 4 | 28.00 | 29.00 |
| 5 + | 30.00 | 31.00 |

Rush-Henrietta teachers will have first preference for summer school positions.

- Effective July 1, 1977, psychologists and guidance counsellors shall be paid at the rate of one two-hundredth [1/200] of the individual's base salary, exclusive of responsibility factor per seven and one-half [7-1/2] hour day.
- Teachers participating in implementing Individualized Education Plans [IEP's] or programs related to Special Education students and approved by the District shall be paid at the rate of \$120.00 per seven and one-half [7-1/2] hour day.
- School nurse-teachers participating in the summer sports physical program shall be paid at the rate of 1/200 of the individual's base salary per seven and one-half [7-1/2] hour day. School nurse-teachers shall be employed for one summer employment day to prepare for school year duties and shall be compensated pursuant to Article 29, Section 7, paragraph 5.

5. Any unit member invited by the District to perform their regular school year duties during the summer, [unless otherwise specifically stated] shall receive 1/200 of the individual's base salary, exclusive of responsibility factor per seven and one-half [7-1/2] hour day.
6. It is further agreed that if the Board has determined that there will be summer curriculum work and/or a summer school program and if the annual budget is approved, in that event if the salary schedule for the current year has not been agreed upon between the Board and the Association, those participating in summer work shall be paid on the basis of the prior year's salary with the understanding that retroactive adjustment may be made if negotiated and agreed upon by the District and the Association.
7. It is recognized that building or district shared decision-making initiatives may warrant a request for summer employment. Such requests are to be made to the Superintendent and will be assessed on their individual merits. It is understood that final authority to approve or disapprove such requests rests with the Board of Education. A workday will consist of the equivalent of seven and one-half (7 ½) hours, inclusive of a one-half (1/2) hour lunch period. Workdays can be divided into half days. Such division will be proposed in the application for summer work and will apply to all staff assigned to the project.
8. It is understood that the availability of summer employment is within the sole discretion of the Board of Education and, in addition, is contingent upon approval of the annual budget.

Section 8. Health Insurance

The District will participate in the Rochester Area Schools Health Plan II (Blue Pointe 2 Select and Blue Pointe 2 Extended) beginning April 1, 2004. The District will provide for eligible unit members the BC/BS Blue Million Plan through RASHP. The District will contribute an amount equal to 100% of the lowest cost single plan and 95% of the lowest cost family plan (pro-rated for part-time unit members). Retired employees may select from the same options as active employees. Current (prior to April 1, 2004) age 65+ retirees will be able to select from the choices offered by Preferred Care and Blue Cross/Blue Shield. Eligible employees are entitled to coverage under only one health insurance plan contributed to by the District.

Effective January 1, 2001, eligible employees who elect not to take health insurance under this section will receive an annual stipend of \$1,500, pro-rated if the election is for a period of less than the school year. This shall be paid in two equal instalments in February and October. In the event the employee, due to unforeseen circumstances, must rejoin the District's health insurance plan, any stipend paid will be pro-rated accordingly.

Any part-time hourly paid unit member may join the District's Blue Cross-Blue Shield Plan at his/her own expense. To join, the part-time hourly paid unit member must notify the District in writing and execute a wage deduction authorization form, authorizing deduction of the monthly premium amount.

Section 9. Group Life Insurance

Premium costs for the Group Life Insurance Policy are to be shared equally by the Board and regular full-time and part-time hourly unit members. After completion of three (3) years of continuous full-time service with the District, the amount will be twice the employee's salary to the next higher \$1,000.

Part-time unit members may elect coverage under the Group Life Insurance Policy. Coverage will be equal to the part-time unit member's annual salary with the premium costs to be shared equally by the district and the part-time unit member. To join, the part-time unit member must notify the district in writing and execute a wage deduction authorization form, authorizing deduction of the employee's share of the monthly premium amount.

Section 10. Health Fund Plan

The annual contribution rates by the District are as follows:

| | Effective | <u>July 1, 2004</u> | <u>July 1, 2005</u> |
|-------------------|-----------|---------------------|---------------------|
| Family | | \$1,100 | \$1,150 |
| Two-Member Family | | 875 | 925 |
| Single | | 675 | 725 |

If two individuals are working in the District, within this unit, the total annual contributions will be as follows:

| | Effective | <u>July 1, 2004</u> | <u>July 1, 2005</u> |
|----------------------|-----------|---------------------|---------------------|
| Two or more children | | \$1,775 | \$1,875 |
| One Child | | 1,550 | 1,650 |
| No Child | | 1,350 | 1,450 |

Employees shall contribute on an annual basis \$63.00 (7/1/04) / \$66.00 (7/1/05) per family, \$44.50 (7/1/04) / \$47.00 (7/1/05) per two member family and \$26.00 (7/1/04) / \$28.00 (7/1/05) per individual coverage. Subject to IRS approval the contributions shall be eliminated as will payment of interest on accounts.

Section 11.

Instructors for in-District, in-service courses, shall be paid at the rate of \$35.00 per hour.

Section 12. Additional Growth Increases

Teachers who are receiving exceptional contribution increases as of June 30, 1975, and those who may receive such increases in the school year 1975-76 based upon their performance in 1974-75, shall be held harmless from the abolition of such increases as long as they remain with the District.

Section 13. Military Credit

A teacher who is called into active military service while employed by the district will receive a salary step increase as follows.

For two [2] or more years of active military service in the Armed Forces of the United States, a teacher will receive two [2] steps increase within the appropriate column on the attached salary schedule.

It is understood and agreed that such increase[s] may not be used to exceed the maximum shown for the appropriate column on the attached salary schedule.

Section 14. Salary Payment Plans

Teachers may elect to be paid on either the ten [10] or twelve [12] month salary plans as explained below:

1. Ten-Month Plan - 22 payments. Each biweekly payment amounts to the teacher's annual salary divided by 21.5. The first payment is half that amount, calculated by dividing the teacher's annual salary by 21.5 and dividing again by 2.
2. Twelve-Month Plan - 26 payments. Each biweekly payment amounts to the teacher's annual salary divided by 25.5. The first payment is half that amount, calculated by dividing the teacher's annual salary by 25.5 and dividing again by 2. The last four biweekly payments will be paid on the last pay day in June.

Teachers will normally be paid every other Friday.

Payment request forms are available in the Human Resources Office.

3. After placement on either a ten [10] or twelve [12] month salary payment plan, a teacher may not elect to change to a different salary payment plan for the duration of that employment year. If the teacher wishes to elect a different salary payment plan, changing from ten [10] to twelve [12] or vice versa, that election must be in writing and must be submitted to the Business Office in June of the employment year immediately preceding the employment year in which the change is to be made. The total responsibility for making the change shall be borne by the teacher.
4. All extra money earned during the school year by a teacher shall be paid in a regular check on regular payroll periods between January and June. This provision shall not apply to monies earned under Section 5 of this Article 29. Coaching salaries shall be paid upon completion of the coaching assignments as approved by the athletic director.

Section 15.

Teachers who work as coordinators for the elementary summer school programs shall be paid the same hourly rate as teachers are paid for the hours of summer program operation plus a stipend of \$1,750 for additional duties as coordinators.

Section 16.

Unit members who hold National Board for Professional Teaching Standards certification will receive an additional \$2,000 in salary annually.

Section 17.

A teacher assigned to one student by an IEP for 50% or more of the student day will receive a salary differential of 6% of base salary for the duration of this particular assignment in recognition of the extreme needs of that student.

Section 18. Salary Schedules

Attached hereto and made a part hereof are the:

- Teacher Salary Schedules
- Coaching Salary Schedules
- Compensated Extracurricular Activity Schedule

2003-2004

| | B | B+6 | B+12 | B+18 | B+24 | B+30 | B+36 | B+42 | B+48 | B+54 | B+60 | | M | M+6 | M+12 | M+18 | M+24 | M+30 | M+36 | M+42 | M+48 | M+54 | M+60 | M+66 |
|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|------|------|------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | | | | | |
| 1 | 33450 | 33800 | 34150 | 34500 | 34850 | 35200 | 35550 | 35900 | 36250 | 36600 | 36850 | 37100 | 37350 | 37600 | 37850 | 38100 | 38350 | 38600 | | | | | | 38850 |
| 2 | 34002 | 34352 | 34702 | 35052 | 35402 | 35752 | 36102 | 36452 | 36802 | 37152 | 37402 | 37652 | 37902 | 38152 | 38402 | 38652 | 38902 | 39152 | | | | | | 39402 |
| 3 | 34563 | 34913 | 35263 | 35613 | 35963 | 36313 | 36663 | 37013 | 37363 | 37713 | 37963 | 38213 | 38463 | 38713 | 38963 | 39213 | 39463 | 39713 | | | | | | 39963 |
| 4 | 35133 | 35483 | 35833 | 36183 | 36533 | 36883 | 37233 | 37583 | 37933 | 38283 | 38533 | 38783 | 39033 | 39283 | 39533 | 39783 | 40033 | 40283 | | | | | | 40533 |
| 5 | 35713 | 36063 | 36413 | 36763 | 37113 | 37463 | 37813 | 38163 | 38513 | 38863 | 39113 | 39363 | 39613 | 39863 | 40113 | 40363 | 40613 | 40863 | | | | | | 41113 |
| 6 | 36302 | 36652 | 37002 | 37352 | 37702 | 38052 | 38402 | 38752 | 39102 | 39452 | 39702 | 39952 | 40202 | 40452 | 40702 | 40952 | 41202 | 41452 | | | | | | 41702 |
| 7 | 36901 | 37251 | 37601 | 37951 | 38301 | 38651 | 39001 | 39351 | 39701 | 40051 | 40301 | 40551 | 40801 | 41051 | 41301 | 41551 | 41801 | 42051 | | | | | | 42301 |
| 8 | 37510 | 37860 | 38210 | 38560 | 38910 | 39260 | 39610 | 39960 | 40310 | 40660 | 40910 | 41160 | 41410 | 41660 | 41910 | 42160 | 42410 | 42660 | | | | | | 42910 |
| 9 | 38129 | 38479 | 38829 | 39179 | 39529 | 39879 | 40229 | 40579 | 40929 | 41279 | 41529 | 41779 | 42029 | 42279 | 42529 | 42779 | 43029 | 43279 | | | | | | 43529 |
| 10 | 38758 | 39108 | 39458 | 39808 | 40158 | 40508 | 40858 | 41208 | 41558 | 41908 | 42158 | 42408 | 42658 | 42908 | 43158 | 43408 | 43658 | 43908 | | | | | | 44158 |
| 11 | 39398 | 39748 | 40098 | 40448 | 40798 | 41148 | 41498 | 41848 | 42198 | 42548 | 42798 | 43048 | 43298 | 43548 | 43798 | 44048 | 44298 | 44548 | | | | | | 44798 |
| 12 | 40048 | 40398 | 40748 | 41098 | 41448 | 41798 | 42148 | 42498 | 42848 | 43198 | 43448 | 43698 | 43948 | 44198 | 44448 | 44698 | 44948 | 45198 | | | | | | 45448 |
| 13 | 40708 | 41058 | 41408 | 41758 | 42108 | 42458 | 42808 | 43158 | 43508 | 43858 | 44108 | 44358 | 44608 | 44858 | 45108 | 45358 | 45608 | 45858 | | | | | | 46108 |
| 14 | 41368 | 41718 | 42068 | 42418 | 42768 | 43118 | 43468 | 43818 | 44168 | 44518 | 44768 | 45018 | 45268 | 45518 | 45768 | 46018 | 46268 | 46518 | | | | | | 46768 |
| 15 | 42038 | 42388 | 42738 | 43088 | 43438 | 43788 | 44138 | 44488 | 44838 | 45188 | 45438 | 45688 | 45938 | 46188 | 46438 | 46688 | 46938 | 47188 | | | | | | 47438 |
| 16 | 42719 | 43069 | 43419 | 43769 | 44119 | 44469 | 44819 | 45169 | 45519 | 45869 | 46119 | 46369 | 46619 | 46869 | 47119 | 47369 | 47619 | 47869 | | | | | | 48119 |
| 17 | 43411 | 43761 | 44111 | 44461 | 44811 | 45161 | 45511 | 45861 | 46211 | 46561 | 46811 | 47061 | 47311 | 47561 | 47811 | 48061 | 48311 | 48561 | | | | | | 48811 |
| 18 | 44114 | 44464 | 44814 | 45164 | 45514 | 45864 | 46214 | 46564 | 46914 | 47264 | 47514 | 47764 | 48014 | 48264 | 48514 | 48764 | 49014 | 49264 | | | | | | 49514 |
| 19 | 44829 | 45179 | 45529 | 45879 | 46229 | 46579 | 46929 | 47279 | 47629 | 47979 | 48229 | 48479 | 48729 | 48979 | 49229 | 49479 | 49729 | 49979 | | | | | | 50229 |
| 20 | 45555 | 45905 | 46255 | 46605 | 46955 | 47305 | 47655 | 48005 | 48355 | 48705 | 48955 | 49205 | 49455 | 49705 | 49955 | 50205 | 50455 | 50705 | | | | | | 50955 |
| 21 | 46293 | 46643 | 46993 | 47343 | 47693 | 48043 | 48393 | 48743 | 49093 | 49443 | 49693 | 49943 | 50193 | 50443 | 50693 | 50943 | 51193 | 51443 | | | | | | 51693 |
| 22 | 47043 | 47393 | 47743 | 48093 | 48443 | 48793 | 49143 | 49493 | 49843 | 50193 | 50443 | 50693 | 50943 | 51193 | 51443 | 51693 | 51943 | 52193 | | | | | | 52443 |
| 23 | 47805 | 48155 | 48505 | 48855 | 49205 | 49555 | 49905 | 50255 | 50605 | 50955 | 51205 | 51455 | 51705 | 51955 | 52205 | 52455 | 52705 | 52955 | | | | | | 53205 |
| 24 | 48580 | 48930 | 49280 | 49630 | 49980 | 50330 | 50680 | 51030 | 51380 | 51730 | 51980 | 52230 | 52480 | 52730 | 52980 | 53230 | 53480 | 53730 | | | | | | 53980 |
| 25 | 49367 | 49717 | 50067 | 50417 | 50767 | 51117 | 51467 | 51817 | 52167 | 52517 | 52767 | 53017 | 53267 | 53517 | 53767 | 54017 | 54267 | 54517 | | | | | | 54767 |
| 26 | 50167 | 50517 | 50867 | 51217 | 51567 | 51917 | 52267 | 52617 | 52967 | 53317 | 53567 | 53817 | 54067 | 54317 | 54567 | 54817 | 55067 | 55317 | | | | | | 55567 |
| 27 | 50979 | 51329 | 51679 | 52029 | 52379 | 52729 | 53079 | 53429 | 53779 | 54129 | 54379 | 54629 | 54879 | 55129 | 55379 | 55629 | 55879 | 56129 | | | | | | 56379 |
| 28 | 51805 | 52155 | 52505 | 52855 | 53205 | 53555 | 53905 | 54255 | 54605 | 54955 | 55205 | 55455 | 55705 | 55955 | 56205 | 56455 | 56705 | 56955 | | | | | | 57205 |
| 29 | 52644 | 52994 | 53344 | 53694 | 54044 | 54394 | 54744 | 55094 | 55444 | 55794 | 56044 | 56294 | 56544 | 56794 | 57044 | 57294 | 57544 | 57794 | | | | | | 58044 |
| 16 YRS | 54964 | 55314 | 55664 | 56014 | 56364 | 56714 | 57064 | 57414 | 57764 | 58114 | 58364 | 58614 | 58864 | 59114 | 59364 | 59614 | 59864 | 60114 | | | | | | 60364 |
| 17 YRS | 56539 | 56889 | 57239 | 57589 | 57939 | 58289 | 58639 | 58989 | 59339 | 59689 | 59939 | 60189 | 60439 | 60689 | 60939 | 61189 | 61439 | 61689 | | | | | | 61939 |
| 18 YRS | 57689 | 58039 | 58389 | 58739 | 59089 | 59439 | 59789 | 60139 | 60489 | 60839 | 61089 | 61339 | 61589 | 61839 | 62089 | 62339 | 62589 | 62839 | | | | | | 63089 |
| 19 YRS | 58839 | 59189 | 59539 | 59889 | 60239 | 60589 | 60939 | 61289 | 61639 | 61989 | 62239 | 62489 | 62739 | 62989 | 63239 | 63489 | 63739 | 63989 | | | | | | 64239 |
| 20 YRS | 59989 | 60339 | 60689 | 61039 | 61389 | 61739 | 62089 | 62439 | 62789 | 63139 | 63389 | 63639 | 63889 | 64139 | 64389 | 64639 | 64889 | 65139 | | | | | | 65389 |
| 21 YRS | 61539 | 61889 | 62239 | 62589 | 62939 | 63289 | 63639 | 63989 | 64339 | 64689 | 64939 | 65189 | 65439 | 65689 | 65939 | 66189 | 66439 | 66689 | | | | | | 66939 |
| 22 YRS | 62939 | 63289 | 63639 | 63989 | 64339 | 64689 | 65039 | 65389 | 65739 | 66089 | 66339 | 66589 | 66839 | 67089 | 67339 | 67589 | 67839 | 68089 | | | | | | 68339 |
| 23 YRS | 64239 | 64589 | 64939 | 65289 | 65639 | 65989 | 66339 | 66689 | 67039 | 67389 | 67639 | 67889 | 68139 | 68389 | 68639 | 68889 | 69139 | 69389 | | | | | | 69639 |
| 24 YRS | 65664 | 66014 | 66364 | 66714 | 67064 | 67414 | 67764 | 68114 | 68464 | 68814 | 69064 | 69314 | 69564 | 69814 | 70064 | 70314 | 70564 | 70814 | | | | | | 71064 |
| 25 YRS | 67114 | 67464 | 67814 | 68164 | 68514 | 68864 | 69214 | 69564 | 69914 | 70264 | 70514 | 70764 | 71014 | 71264 | 71514 | 71764 | 72014 | 72264 | | | | | | 72514 |
| 26 YRS | 68589 | 68939 | 69289 | 69639 | 69989 | 70339 | 70689 | 71039 | 71389 | 71739 | 71989 | 72239 | 72489 | 72739 | 72989 | 73239 | 73489 | 73739 | | | | | | 73989 |
| 27 YRS | 69389 | 69739 | 70089 | 70439 | 70789 | 71139 | 71489 | 71839 | 72189 | 72539 | 72789 | 73039 | 73289 | 73539 | 73789 | 74039 | 74289 | 74539 | | | | | | 74789 |
| 28 YRS | 69389 | 69739 | 70089 | 70439 | 70789 | 71139 | 71489 | 71839 | 72189 | 72539 | 72789 | 73039 | 73289 | 73539 | 73789 | 74039 | 74289 | 74539 | | | | | | 74789 |
| 29+YRS | 76649 | 76999 | 77349 | 77699 | 78049 | 78399 | 78749 | 79099 | 79449 | 79799 | 80049 | 80299 | 80549 | 80799 | 81049 | 81299 | 81549 | 81799 | | | | | | 82049 |

2004-2005

| | B | B+6 | B+12 | B+18 | B+24 | B+30 | B+36 | B+42 M | B+48 M+6 | B+54 M+12 | B+60 M+18 | M+24 | M+30 | M+36 | M+42 | M+48 | M+54 | M+60 | M+66 |
|---------|-------|-------|-------|-------|-------|-------|-------|-----------|-------------|--------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 1 | 33942 | 34292 | 34642 | 34992 | 35342 | 35692 | 36042 | 36392 | 36742 | 37092 | 37342 | 37592 | 37842 | 38092 | 38342 | 38592 | 38842 | 39092 | 39342 |
| 2 | 34495 | 34845 | 35195 | 35545 | 35895 | 36245 | 36595 | 36945 | 37295 | 37645 | 37895 | 38145 | 38395 | 38645 | 38895 | 39145 | 39395 | 39645 | 39895 |
| 3 | 35058 | 35408 | 35758 | 36108 | 36458 | 36808 | 37158 | 37508 | 37858 | 38208 | 38458 | 38708 | 38958 | 39208 | 39458 | 39708 | 39958 | 40208 | 40458 |
| 4 | 35629 | 35979 | 36329 | 36679 | 37029 | 37379 | 37729 | 38079 | 38429 | 38779 | 39029 | 39279 | 39529 | 39779 | 40029 | 40279 | 40529 | 40779 | 41029 |
| 5 | 36210 | 36560 | 36910 | 37260 | 37610 | 37960 | 38310 | 38660 | 39010 | 39360 | 39610 | 39860 | 40110 | 40360 | 40610 | 40860 | 41110 | 41360 | 41610 |
| 6 | 36800 | 37150 | 37500 | 37850 | 38200 | 38550 | 38900 | 39250 | 39600 | 39950 | 40200 | 40450 | 40700 | 40950 | 41200 | 41450 | 41700 | 41950 | 42200 |
| 7 | 37400 | 37750 | 38100 | 38450 | 38800 | 39150 | 39500 | 39850 | 40200 | 40550 | 40800 | 41050 | 41300 | 41550 | 41800 | 42050 | 42300 | 42550 | 42800 |
| 8 | 38009 | 38359 | 38709 | 39059 | 39409 | 39759 | 40109 | 40459 | 40809 | 41159 | 41409 | 41659 | 41909 | 42159 | 42409 | 42659 | 42909 | 43159 | 43409 |
| 9 | 38629 | 38979 | 39329 | 39679 | 40029 | 40379 | 40729 | 41079 | 41429 | 41779 | 42029 | 42279 | 42529 | 42779 | 43029 | 43279 | 43529 | 43779 | 44029 |
| 10 | 39259 | 39609 | 39959 | 40309 | 40659 | 41009 | 41359 | 41709 | 42059 | 42409 | 42659 | 42909 | 43159 | 43409 | 43659 | 43909 | 44159 | 44409 | 44659 |
| 11 | 39899 | 40249 | 40599 | 40949 | 41299 | 41649 | 41999 | 42349 | 42699 | 43049 | 43299 | 43549 | 43799 | 44049 | 44299 | 44549 | 44799 | 45049 | 45299 |
| 12 | 40549 | 40899 | 41249 | 41599 | 41949 | 42299 | 42649 | 42999 | 43349 | 43699 | 43949 | 44199 | 44449 | 44699 | 44949 | 45199 | 45449 | 45699 | 45949 |
| 13 | 41210 | 41560 | 41910 | 42260 | 42610 | 42960 | 43310 | 43660 | 44010 | 44360 | 44610 | 44860 | 45110 | 45360 | 45610 | 45860 | 46110 | 46360 | 46610 |
| 14 | 41882 | 42232 | 42582 | 42932 | 43282 | 43632 | 43982 | 44332 | 44682 | 45032 | 45282 | 45532 | 45782 | 46032 | 46282 | 46532 | 46782 | 47032 | 47282 |
| 15 | 42564 | 42914 | 43264 | 43614 | 43964 | 44314 | 44664 | 45014 | 45364 | 45714 | 45964 | 46214 | 46464 | 46714 | 46964 | 47214 | 47464 | 47714 | 47964 |
| 16 | 43258 | 43608 | 43958 | 44308 | 44658 | 45008 | 45358 | 45708 | 46058 | 46408 | 46658 | 46908 | 47158 | 47408 | 47658 | 47908 | 48158 | 48408 | 48658 |
| 17 | 43963 | 44313 | 44663 | 45013 | 45363 | 45713 | 46063 | 46413 | 46763 | 47113 | 47363 | 47613 | 47863 | 48113 | 48363 | 48613 | 48863 | 49113 | 49363 |
| 18 | 44680 | 45030 | 45380 | 45730 | 46080 | 46430 | 46780 | 47130 | 47480 | 47830 | 48080 | 48330 | 48580 | 48830 | 49080 | 49330 | 49580 | 49830 | 50080 |
| 19 | 45408 | 45758 | 46108 | 46458 | 46808 | 47158 | 47508 | 47858 | 48208 | 48558 | 48808 | 49058 | 49308 | 49558 | 49808 | 50058 | 50308 | 50558 | 50808 |
| 20 | 46144 | 46494 | 46844 | 47194 | 47544 | 47894 | 48244 | 48594 | 48944 | 49294 | 49544 | 49794 | 50044 | 50294 | 50544 | 50794 | 51044 | 51294 | 51544 |
| 21 | 46891 | 47241 | 47591 | 47941 | 48291 | 48641 | 48991 | 49341 | 49691 | 50041 | 50291 | 50541 | 50791 | 51041 | 51291 | 51541 | 51791 | 52041 | 52291 |
| 22 | 47651 | 48001 | 48351 | 48701 | 49051 | 49401 | 49751 | 50101 | 50451 | 50801 | 51051 | 51301 | 51551 | 51801 | 52051 | 52301 | 52551 | 52801 | 53051 |
| 23 | 48423 | 48773 | 49123 | 49473 | 49823 | 50173 | 50523 | 50873 | 51223 | 51573 | 51823 | 52073 | 52323 | 52573 | 52823 | 53073 | 53323 | 53573 | 53823 |
| 24 | 49207 | 49557 | 49907 | 50257 | 50607 | 50957 | 51307 | 51657 | 52007 | 52357 | 52607 | 52857 | 53107 | 53357 | 53607 | 53857 | 54107 | 54357 | 54607 |
| 25 | 50004 | 50354 | 50704 | 51054 | 51404 | 51754 | 52104 | 52454 | 52804 | 53154 | 53404 | 53654 | 53904 | 54154 | 54404 | 54654 | 54904 | 55154 | 55404 |
| 26 | 50814 | 51164 | 51514 | 51864 | 52214 | 52564 | 52914 | 53264 | 53614 | 53964 | 54214 | 54464 | 54714 | 54964 | 55214 | 55464 | 55714 | 55964 | 56214 |
| 27 | 51638 | 51988 | 52338 | 52688 | 53038 | 53388 | 53738 | 54088 | 54438 | 54788 | 55038 | 55288 | 55538 | 55788 | 56038 | 56288 | 56538 | 56788 | 57038 |
| 28 | 52474 | 52824 | 53174 | 53524 | 53874 | 54224 | 54574 | 54924 | 55274 | 55624 | 55874 | 56124 | 56374 | 56624 | 56874 | 57124 | 57374 | 57624 | 57874 |
| 29 | 53324 | 53674 | 54024 | 54374 | 54724 | 55074 | 55424 | 55774 | 56124 | 56474 | 56724 | 56974 | 57224 | 57474 | 57724 | 57974 | 58224 | 58474 | 58724 |
| 16 YRS | 55839 | 56189 | 56539 | 56889 | 57239 | 57589 | 57939 | 58289 | 58639 | 58989 | 59239 | 59489 | 59739 | 59989 | 60239 | 60489 | 60739 | 60989 | 61239 |
| 17 YRS | 56859 | 57209 | 57559 | 57909 | 58259 | 58609 | 58959 | 59309 | 59659 | 60009 | 60259 | 60509 | 60759 | 61009 | 61259 | 61509 | 61759 | 62009 | 62259 |
| 18 YRS | 58434 | 58784 | 59134 | 59484 | 59834 | 60184 | 60534 | 60884 | 61234 | 61584 | 61834 | 62084 | 62334 | 62584 | 62834 | 63084 | 63334 | 63584 | 63834 |
| 19 YRS | 59584 | 59934 | 60284 | 60634 | 60984 | 61334 | 61684 | 62034 | 62384 | 62734 | 62984 | 63234 | 63484 | 63734 | 63984 | 64234 | 64484 | 64734 | 64984 |
| 20 YRS | 60734 | 61084 | 61434 | 61784 | 62134 | 62484 | 62834 | 63184 | 63534 | 63884 | 64134 | 64384 | 64634 | 64884 | 65134 | 65384 | 65634 | 65884 | 66134 |
| 21 YRS | 61884 | 62234 | 62584 | 62934 | 63284 | 63634 | 63984 | 64334 | 64684 | 65034 | 65284 | 65534 | 65784 | 66034 | 66284 | 66534 | 66784 | 67034 | 67284 |
| 22 YRS | 63434 | 63784 | 64134 | 64484 | 64834 | 65184 | 65534 | 65884 | 66234 | 66584 | 66834 | 67084 | 67334 | 67584 | 67834 | 68084 | 68334 | 68584 | 68834 |
| 23 YRS | 64834 | 65184 | 65534 | 65884 | 66234 | 66584 | 66934 | 67284 | 67634 | 67984 | 68234 | 68484 | 68734 | 68984 | 69234 | 69484 | 69734 | 69984 | 70234 |
| 24 YRS | 66134 | 66484 | 66834 | 67184 | 67534 | 67884 | 68234 | 68584 | 68934 | 69284 | 69534 | 69784 | 70034 | 70284 | 70534 | 70784 | 71034 | 71284 | 71534 |
| 25 YRS | 67559 | 67909 | 68259 | 68609 | 68959 | 69309 | 69659 | 70009 | 70359 | 70709 | 70959 | 71209 | 71459 | 71709 | 71959 | 72209 | 72459 | 72709 | 72959 |
| 26 YRS | 69009 | 69359 | 69709 | 70059 | 70409 | 70759 | 71109 | 71459 | 71809 | 72159 | 72409 | 72659 | 72909 | 73159 | 73409 | 73659 | 73909 | 74159 | 74409 |
| 27 YRS | 70484 | 70834 | 71184 | 71534 | 71884 | 72234 | 72584 | 72934 | 73284 | 73634 | 73884 | 74134 | 74384 | 74634 | 74884 | 75134 | 75384 | 75634 | 75884 |
| 28 YRS | 71844 | 72194 | 72544 | 72894 | 73244 | 73594 | 73944 | 74294 | 74644 | 74994 | 75344 | 75694 | 76044 | 76394 | 76744 | 77094 | 77444 | 77794 | 78144 |
| 29+ YRS | 78544 | 78894 | 79244 | 79594 | 79944 | 80294 | 80644 | 80994 | 81344 | 81694 | 81944 | 82194 | 82444 | 82694 | 82944 | 83194 | 83444 | 83694 | 83944 |

2005-2006

| | B | B+6 | B+12 | B+18 | B+24 | B+30 | B+36 | B+42 | B+48 | B+54 | B+60 | | | | | | | | | | | | | |
|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|--|--|--|--|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | | 12 | 13 | 14 | 15 | 16 | 17 | 18 | | | | | |
| 1 | 34400 | 34750 | 35100 | 35450 | 35800 | 36150 | 36500 | 36850 | 37200 | 37550 | 37800 | 38050 | 38300 | 38550 | 38800 | 39050 | 39300 | 39550 | | | | | | |
| 2 | 34961 | 35311 | 35661 | 36011 | 36361 | 36711 | 37061 | 37411 | 37761 | 38111 | 38361 | 38611 | 38861 | 39111 | 39361 | 39611 | 39861 | 40111 | | | | | | |
| 3 | 35531 | 35881 | 36231 | 36581 | 36931 | 37281 | 37631 | 37981 | 38331 | 38681 | 38931 | 39181 | 39431 | 39681 | 39931 | 40181 | 40431 | 40681 | | | | | | |
| 4 | 36110 | 36460 | 36810 | 37160 | 37510 | 37860 | 38210 | 38560 | 38910 | 39260 | 39510 | 39760 | 40010 | 40260 | 40510 | 40760 | 41010 | 41260 | | | | | | |
| 5 | 36698 | 37048 | 37398 | 37748 | 38098 | 38448 | 38798 | 39148 | 39498 | 39848 | 40098 | 40348 | 40598 | 40848 | 41098 | 41348 | 41598 | 41848 | | | | | | |
| 6 | 37296 | 37646 | 37996 | 38346 | 38696 | 39046 | 39396 | 39746 | 40096 | 40446 | 40696 | 40946 | 41196 | 41446 | 41696 | 41946 | 42196 | 42446 | | | | | | |
| 7 | 37904 | 38254 | 38604 | 38954 | 39304 | 39654 | 40004 | 40354 | 40704 | 41054 | 41304 | 41554 | 41804 | 42054 | 42304 | 42554 | 42804 | 43054 | | | | | | |
| 8 | 38522 | 38872 | 39222 | 39572 | 39922 | 40272 | 40622 | 40972 | 41322 | 41672 | 41922 | 42172 | 42422 | 42672 | 42922 | 43172 | 43422 | 43672 | | | | | | |
| 9 | 39150 | 39500 | 39850 | 40200 | 40550 | 40900 | 41250 | 41600 | 41950 | 42300 | 42550 | 42800 | 43050 | 43300 | 43550 | 43800 | 44050 | 44300 | | | | | | |
| 10 | 39788 | 40138 | 40488 | 40838 | 41188 | 41538 | 41888 | 42238 | 42588 | 42938 | 43188 | 43438 | 43688 | 43938 | 44188 | 44438 | 44688 | 44938 | | | | | | |
| 11 | 40437 | 40787 | 41137 | 41487 | 41837 | 42187 | 42537 | 42887 | 43237 | 43587 | 43837 | 44087 | 44337 | 44587 | 44837 | 45087 | 45337 | 45587 | | | | | | |
| 12 | 41096 | 41446 | 41796 | 42146 | 42496 | 42846 | 43196 | 43546 | 43896 | 44246 | 44496 | 44746 | 44996 | 45246 | 45496 | 45746 | 45996 | 46246 | | | | | | |
| 13 | 41766 | 42116 | 42466 | 42816 | 43166 | 43516 | 43866 | 44216 | 44566 | 44916 | 45166 | 45416 | 45666 | 45916 | 46166 | 46416 | 46666 | 46916 | | | | | | |
| 14 | 42447 | 42797 | 43147 | 43497 | 43847 | 44197 | 44547 | 44897 | 45247 | 45597 | 45847 | 46097 | 46347 | 46597 | 46847 | 47097 | 47347 | 47597 | | | | | | |
| 15 | 43139 | 43489 | 43839 | 44189 | 44539 | 44889 | 45239 | 45589 | 45939 | 46289 | 46539 | 46789 | 47039 | 47289 | 47539 | 47789 | 48039 | 48289 | | | | | | |
| 16 | 43842 | 44192 | 44542 | 44892 | 45242 | 45592 | 45942 | 46292 | 46642 | 46992 | 47242 | 47492 | 47742 | 47992 | 48242 | 48492 | 48742 | 48992 | | | | | | |
| 17 | 44556 | 44906 | 45256 | 45606 | 45956 | 46306 | 46656 | 47006 | 47356 | 47706 | 47956 | 48206 | 48456 | 48706 | 48956 | 49206 | 49456 | 49706 | | | | | | |
| 18 | 45283 | 45633 | 45983 | 46333 | 46683 | 47033 | 47383 | 47733 | 48083 | 48433 | 48683 | 48933 | 49183 | 49433 | 49683 | 49933 | 50183 | 50433 | | | | | | |
| 19 | 46021 | 46371 | 46721 | 47071 | 47421 | 47771 | 48121 | 48471 | 48821 | 49171 | 49421 | 49671 | 49921 | 50171 | 50421 | 50671 | 50921 | 51171 | | | | | | |
| 20 | 46766 | 47116 | 47466 | 47816 | 48166 | 48516 | 48866 | 49216 | 49566 | 49916 | 50166 | 50416 | 50666 | 50916 | 51166 | 51416 | 51666 | 51916 | | | | | | |
| 21 | 47524 | 47874 | 48224 | 48574 | 48924 | 49274 | 49624 | 49974 | 50324 | 50674 | 50924 | 51174 | 51424 | 51674 | 51924 | 52174 | 52424 | 52674 | | | | | | |
| 22 | 48294 | 48644 | 48994 | 49344 | 49694 | 50044 | 50394 | 50744 | 51094 | 51444 | 51694 | 51944 | 52194 | 52444 | 52694 | 52944 | 53194 | 53444 | | | | | | |
| 23 | 49076 | 49426 | 49776 | 50126 | 50476 | 50826 | 51176 | 51526 | 51876 | 52226 | 52476 | 52726 | 52976 | 53226 | 53476 | 53726 | 53976 | 54226 | | | | | | |
| 24 | 49871 | 50221 | 50571 | 50921 | 51271 | 51621 | 51971 | 52321 | 52671 | 53021 | 53271 | 53521 | 53771 | 54021 | 54271 | 54521 | 54771 | 55021 | | | | | | |
| 25 | 50679 | 51029 | 51379 | 51729 | 52079 | 52429 | 52779 | 53129 | 53479 | 53829 | 54079 | 54329 | 54579 | 54829 | 55079 | 55329 | 55579 | 55829 | | | | | | |
| 26 | 51500 | 51850 | 52200 | 52550 | 52900 | 53250 | 53600 | 53950 | 54300 | 54650 | 54900 | 55150 | 55400 | 55650 | 55900 | 56150 | 56400 | 56650 | | | | | | |
| 27 | 52334 | 52684 | 53034 | 53384 | 53734 | 54084 | 54434 | 54784 | 55134 | 55484 | 55734 | 55984 | 56234 | 56484 | 56734 | 56984 | 57234 | 57484 | | | | | | |
| 28 | 53182 | 53532 | 53882 | 54232 | 54582 | 54932 | 55282 | 55632 | 55982 | 56332 | 56582 | 56832 | 57082 | 57332 | 57582 | 57832 | 58082 | 58332 | | | | | | |
| 29 | 54044 | 54394 | 54744 | 55094 | 55444 | 55794 | 56144 | 56494 | 56844 | 57194 | 57444 | 57694 | 57944 | 58194 | 58444 | 58694 | 58944 | 59194 | | | | | | |
| 16 YRS | 56509 | 56859 | 57209 | 57559 | 57909 | 58259 | 58609 | 58959 | 59309 | 59659 | 59909 | 60159 | 60409 | 60659 | 60909 | 61159 | 61409 | 61659 | | | | | | |
| 17 YRS | 57674 | 58024 | 58374 | 58724 | 59074 | 59424 | 59774 | 60124 | 60474 | 60824 | 61074 | 61324 | 61574 | 61824 | 62074 | 62324 | 62574 | 62824 | | | | | | |
| 18 YRS | 58694 | 59044 | 59394 | 59744 | 60094 | 60444 | 60794 | 61144 | 61494 | 61844 | 62094 | 62344 | 62594 | 62844 | 63094 | 63344 | 63594 | 63844 | | | | | | |
| 19 YRS | 60269 | 60619 | 60969 | 61319 | 61669 | 62019 | 62369 | 62719 | 63069 | 63419 | 63669 | 63919 | 64169 | 64419 | 64669 | 64919 | 65169 | 65419 | | | | | | |
| 20 YRS | 61419 | 61769 | 62119 | 62469 | 62819 | 63169 | 63519 | 63869 | 64219 | 64569 | 64819 | 65069 | 65319 | 65569 | 65819 | 66069 | 66319 | 66569 | | | | | | |
| 21 YRS | 62569 | 62919 | 63269 | 63619 | 63969 | 64319 | 64669 | 65019 | 65369 | 65719 | 65969 | 66219 | 66469 | 66719 | 66969 | 67219 | 67469 | 67719 | | | | | | |
| 22 YRS | 63719 | 64069 | 64419 | 64769 | 65119 | 65469 | 65819 | 66169 | 66519 | 66869 | 67119 | 67369 | 67619 | 67869 | 68119 | 68369 | 68619 | 68869 | | | | | | |
| 23 YRS | 65269 | 65619 | 65969 | 66319 | 66669 | 67019 | 67369 | 67719 | 68069 | 68419 | 68669 | 68919 | 69169 | 69419 | 69669 | 69919 | 70169 | 70419 | | | | | | |
| 24 YRS | 66669 | 67019 | 67369 | 67719 | 68069 | 68419 | 68769 | 69119 | 69469 | 69819 | 70069 | 70319 | 70569 | 70819 | 71069 | 71319 | 71569 | 71819 | | | | | | |
| 25 YRS | 67969 | 68319 | 68669 | 69019 | 69369 | 69719 | 70069 | 70419 | 70769 | 71119 | 71369 | 71619 | 71869 | 72119 | 72369 | 72619 | 72869 | 73119 | | | | | | |
| 26 YRS | 69394 | 69744 | 70094 | 70444 | 70794 | 71144 | 71494 | 71844 | 72194 | 72544 | 72794 | 73044 | 73294 | 73544 | 73794 | 74044 | 74294 | 74544 | | | | | | |
| 27 YRS | 70844 | 71194 | 71544 | 71894 | 72244 | 72594 | 72944 | 73294 | 73644 | 73994 | 74244 | 74494 | 74744 | 74994 | 75244 | 75494 | 75744 | 75994 | | | | | | |
| 28 YRS | 72319 | 72669 | 73019 | 73369 | 73719 | 74069 | 74419 | 74769 | 75119 | 75469 | 75719 | 75969 | 76219 | 76469 | 76719 | 76969 | 77219 | 77469 | | | | | | |
| 29+YRS | 80379 | 80729 | 81079 | 81429 | 81779 | 82129 | 82479 | 82829 | 83179 | 83529 | 83779 | 84029 | 84279 | 84529 | 84779 | 85029 | 85279 | 85529 | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | |

2006-2007

| | B | B+6 | B+12 | B+18 | B+24 | B+30 | B+36 | B+42 | B+48 | B+54 | B+60 | M+24 | M+30 | M+36 | M+42 | M+48 | M+54 | M+60 | M+66 |
|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | M | M+6 | M+12 | M+18 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 1 | 34883 | 35233 | 35583 | 35933 | 36283 | 36633 | 36983 | 37333 | 37683 | 38033 | 38283 | 38533 | 38783 | 39033 | 39283 | 39533 | 39783 | 40033 | 40283 |
| 2 | 35452 | 35802 | 36152 | 36502 | 36852 | 37202 | 37552 | 37902 | 38252 | 38602 | 38852 | 39102 | 39352 | 39602 | 39852 | 40102 | 40352 | 40602 | 40852 |
| 3 | 36029 | 36379 | 36729 | 37079 | 37429 | 37779 | 38129 | 38479 | 38829 | 39179 | 39429 | 39679 | 39929 | 40179 | 40429 | 40679 | 40929 | 41179 | 41429 |
| 4 | 36617 | 36967 | 37317 | 37667 | 38017 | 38367 | 38717 | 39067 | 39417 | 39767 | 40017 | 40267 | 40517 | 40767 | 41017 | 41267 | 41517 | 41767 | 42017 |
| 5 | 37214 | 37564 | 37914 | 38264 | 38614 | 38964 | 39314 | 39664 | 40014 | 40364 | 40614 | 40864 | 41114 | 41364 | 41614 | 41864 | 42114 | 42364 | 42614 |
| 6 | 37820 | 38170 | 38520 | 38870 | 39220 | 39570 | 39920 | 40270 | 40620 | 40970 | 41220 | 41470 | 41720 | 41970 | 42220 | 42470 | 42720 | 42970 | 43220 |
| 7 | 38437 | 38787 | 39137 | 39487 | 39837 | 40187 | 40537 | 40887 | 41237 | 41587 | 41837 | 42087 | 42337 | 42587 | 42837 | 43087 | 43337 | 43587 | 43837 |
| 8 | 39063 | 39413 | 39763 | 40113 | 40463 | 40813 | 41163 | 41513 | 41863 | 42213 | 42463 | 42713 | 42963 | 43213 | 43463 | 43713 | 43963 | 44213 | 44463 |
| 9 | 39700 | 40050 | 40400 | 40750 | 41100 | 41450 | 41800 | 42150 | 42500 | 42850 | 43100 | 43350 | 43600 | 43850 | 44100 | 44350 | 44600 | 44850 | 45100 |
| 10 | 40347 | 40697 | 41047 | 41397 | 41747 | 42097 | 42447 | 42797 | 43147 | 43497 | 43747 | 43997 | 44247 | 44497 | 44747 | 44997 | 45247 | 45497 | 45747 |
| 11 | 41005 | 41355 | 41705 | 42055 | 42405 | 42755 | 43105 | 43455 | 43805 | 44155 | 44405 | 44655 | 44905 | 45155 | 45405 | 45655 | 45905 | 46155 | 46405 |
| 12 | 41673 | 42023 | 42373 | 42723 | 43073 | 43423 | 43773 | 44123 | 44473 | 44823 | 45073 | 45323 | 45573 | 45823 | 46073 | 46323 | 46573 | 46823 | 47073 |
| 13 | 42352 | 42702 | 43052 | 43402 | 43752 | 44102 | 44452 | 44802 | 45152 | 45502 | 45752 | 46002 | 46252 | 46502 | 46752 | 47002 | 47252 | 47502 | 47752 |
| 14 | 43043 | 43393 | 43743 | 44093 | 44443 | 44793 | 45143 | 45493 | 45843 | 46193 | 46443 | 46693 | 46943 | 47193 | 47443 | 47693 | 47943 | 48193 | 48443 |
| 15 | 43744 | 44094 | 44444 | 44794 | 45144 | 45494 | 45844 | 46194 | 46544 | 46894 | 47144 | 47394 | 47644 | 47894 | 48144 | 48394 | 48644 | 48894 | 49144 |
| 16 | 44457 | 44807 | 45157 | 45507 | 45857 | 46207 | 46557 | 46907 | 47257 | 47607 | 47857 | 48107 | 48357 | 48607 | 48857 | 49107 | 49357 | 49607 | 49857 |
| 17 | 45182 | 45532 | 45882 | 46232 | 46582 | 46932 | 47282 | 47632 | 47982 | 48332 | 48582 | 48832 | 49082 | 49332 | 49582 | 49832 | 50082 | 50332 | 50582 |
| 18 | 45918 | 46268 | 46618 | 46968 | 47318 | 47668 | 48018 | 48368 | 48718 | 49068 | 49318 | 49568 | 49818 | 50068 | 50318 | 50568 | 50818 | 51068 | 51318 |
| 19 | 46667 | 47017 | 47367 | 47717 | 48067 | 48417 | 48767 | 49117 | 49467 | 49817 | 50067 | 50317 | 50567 | 50817 | 51067 | 51317 | 51567 | 51817 | 52067 |
| 20 | 47423 | 47773 | 48123 | 48473 | 48823 | 49173 | 49523 | 49873 | 50223 | 50573 | 50823 | 51073 | 51323 | 51573 | 51823 | 52073 | 52323 | 52573 | 52823 |
| 21 | 48191 | 48541 | 48891 | 49241 | 49591 | 49941 | 50291 | 50641 | 50991 | 51341 | 51591 | 51841 | 52091 | 52341 | 52591 | 52841 | 53091 | 53341 | 53591 |
| 22 | 48972 | 49322 | 49672 | 50022 | 50372 | 50722 | 51072 | 51422 | 51772 | 52122 | 52372 | 52622 | 52872 | 53122 | 53372 | 53622 | 53872 | 54122 | 54372 |
| 23 | 49765 | 50115 | 50465 | 50815 | 51165 | 51515 | 51865 | 52215 | 52565 | 52915 | 53165 | 53415 | 53665 | 53915 | 54165 | 54415 | 54665 | 54915 | 55165 |
| 24 | 50571 | 50921 | 51271 | 51621 | 51971 | 52321 | 52671 | 53021 | 53371 | 53721 | 53971 | 54221 | 54471 | 54721 | 54971 | 55221 | 55471 | 55721 | 55971 |
| 25 | 51391 | 51741 | 52091 | 52441 | 52791 | 53141 | 53491 | 53841 | 54191 | 54541 | 54791 | 55041 | 55291 | 55541 | 55791 | 56041 | 56291 | 56541 | 56791 |
| 26 | 52223 | 52573 | 52923 | 53273 | 53623 | 53973 | 54323 | 54673 | 55023 | 55373 | 55623 | 55873 | 56123 | 56373 | 56623 | 56873 | 57123 | 57373 | 57623 |
| 27 | 53069 | 53419 | 53769 | 54119 | 54469 | 54819 | 55169 | 55519 | 55869 | 56219 | 56469 | 56719 | 56969 | 57219 | 57469 | 57719 | 57969 | 58219 | 58469 |
| 28 | 53929 | 54279 | 54629 | 54979 | 55329 | 55679 | 56029 | 56379 | 56729 | 57079 | 57329 | 57579 | 57829 | 58079 | 58329 | 58579 | 58829 | 59079 | 59329 |
| 29 | 54803 | 55153 | 55503 | 55853 | 56203 | 56553 | 56903 | 57253 | 57603 | 57953 | 58203 | 58453 | 58703 | 58953 | 59203 | 59453 | 59703 | 59953 | 60203 |
| 16 YRS | 57266 | 57616 | 57966 | 58316 | 58666 | 59016 | 59366 | 59716 | 60066 | 60416 | 60666 | 60916 | 61166 | 61416 | 61666 | 61916 | 62166 | 62416 | 62666 |
| 17 YRS | 58431 | 58781 | 59131 | 59481 | 59831 | 60181 | 60531 | 60881 | 61231 | 61581 | 61831 | 62081 | 62331 | 62581 | 62831 | 63081 | 63331 | 63581 | 63831 |
| 18 YRS | 59596 | 59946 | 60296 | 60646 | 60996 | 61346 | 61696 | 62046 | 62396 | 62746 | 62996 | 63246 | 63496 | 63746 | 63996 | 64246 | 64496 | 64746 | 64996 |
| 19 YRS | 60616 | 60966 | 61316 | 61666 | 62016 | 62366 | 62716 | 63066 | 63416 | 63766 | 64016 | 64266 | 64516 | 64766 | 65016 | 65266 | 65516 | 65766 | 66016 |
| 20 YRS | 62191 | 62541 | 62891 | 63241 | 63591 | 63941 | 64291 | 64641 | 64991 | 65341 | 65591 | 65841 | 66091 | 66341 | 66591 | 66841 | 67091 | 67341 | 67591 |
| 21 YRS | 63341 | 63691 | 64041 | 64391 | 64741 | 65091 | 65441 | 65791 | 66141 | 66491 | 66741 | 66991 | 67241 | 67491 | 67741 | 67991 | 68241 | 68491 | 68741 |
| 22 YRS | 64491 | 64841 | 65191 | 65541 | 65891 | 66241 | 66591 | 66941 | 67291 | 67641 | 67891 | 68141 | 68391 | 68641 | 68891 | 69141 | 69391 | 69641 | 69891 |
| 23 YRS | 65641 | 65991 | 66341 | 66691 | 67041 | 67391 | 67741 | 68091 | 68441 | 68791 | 69041 | 69291 | 69541 | 69791 | 70041 | 70291 | 70541 | 70791 | 71041 |
| 24 YRS | 67191 | 67541 | 67891 | 68241 | 68591 | 68941 | 69291 | 69641 | 69991 | 70341 | 70591 | 70841 | 71091 | 71341 | 71591 | 71841 | 72091 | 72341 | 72591 |
| 25 YRS | 68591 | 68941 | 69291 | 69641 | 69991 | 70341 | 70691 | 71041 | 71391 | 71741 | 71991 | 72241 | 72491 | 72741 | 72991 | 73241 | 73491 | 73741 | 73991 |
| 26 YRS | 69891 | 70241 | 70591 | 70941 | 71291 | 71641 | 71991 | 72341 | 72691 | 73041 | 73291 | 73541 | 73791 | 74041 | 74291 | 74541 | 74791 | 75041 | 75291 |
| 27 YRS | 71316 | 71666 | 72016 | 72366 | 72716 | 73066 | 73416 | 73766 | 74116 | 74466 | 74716 | 74966 | 75216 | 75466 | 75716 | 75966 | 76216 | 76466 | 76716 |
| 28 YRS | 72766 | 73116 | 73466 | 73816 | 74166 | 74516 | 74866 | 75216 | 75566 | 75916 | 76166 | 76416 | 76666 | 76916 | 77166 | 77416 | 77666 | 77916 | 78166 |
| 29+YRS | 82301 | 82651 | 83001 | 83351 | 83701 | 84051 | 84401 | 84751 | 85101 | 85451 | 85701 | 85951 | 86201 | 86451 | 86701 | 86951 | 87201 | 87451 | 87701 |

Coaching Salary Schedule

Sport

Group A

Head Basketball
Head Football
Head Gymnastics
Head Ice Hockey
Head Wrestling

Group B

Assistant Varsity Football
Head Baseball
Head Cheerleading [Fall]
Head Cheerleading [Winter]
Head Cross Country
Head Indoor Track
Head Lacrosse

Head Soccer
Head Softball
Head Swimming
Head Track and Field
Head Volleyball
Junior Varsity Football

Group C

Assistant Ice Hockey
Assistant Varsity Lacrosse
Assistant Varsity Soccer
Freshman Cheerleading [Fall]
Freshman Cheerleading [Winter]
Head Bowling
Head Diving
Head Golf
Head Tennis
Junior Varsity Baseball
Junior Varsity Basketball

Junior Varsity Cheerleading [Fall]
Junior Varsity Cheerleading [Winter]
Junior Varsity Lacrosse
Junior Varsity Soccer
Junior Varsity Softball
Junior Varsity Swimming
Junior Varsity Track and Field
Junior Varsity Volleyball
Junior Varsity Wrestling
Modified A Football
Modified B Football

Group D

Junior Varsity Golf
Junior Varsity Tennis
Modified A Baseball
Modified A Basketball
Modified A Soccer

Group E

Modified B Basketball
Modified B Cross Country
Modified B Gymnastics
Modified B Lacrosse
Modified B Soccer

Modified B Softball
Modified B Track and Field
Modified B Volleyball
Modified B Wrestling

COACHING SALARY SCHEDULE

| | YEARS | 2003-04 | 2004-05 | 2005-06 | 2006-07 |
|----------------|-------|---------|---------|---------|---------|
| GROUP A | 1 | \$2,370 | \$2,464 | \$2,561 | \$2,662 |
| | 2 | \$2,767 | \$2,876 | \$2,990 | \$3,108 |
| | 3 | \$3,161 | \$3,286 | \$3,416 | \$3,551 |
| | 4 | \$3,655 | \$3,799 | \$3,949 | \$4,105 |
| | 5 | \$4,149 | \$4,313 | \$4,483 | \$4,660 |
| | 8 | \$4,662 | \$4,846 | \$5,037 | \$5,236 |
| | 12 | \$5,362 | \$5,574 | \$5,794 | \$6,023 |
| | 16 | \$6,166 | \$6,410 | \$6,663 | \$6,926 |
| GROUP B | 1 | \$2,174 | \$2,260 | \$2,349 | \$2,442 |
| | 2 | \$2,528 | \$2,628 | \$2,732 | \$2,840 |
| | 3 | \$2,885 | \$2,999 | \$3,117 | \$3,240 |
| | 4 | \$3,240 | \$3,368 | \$3,501 | \$3,639 |
| | 5 | \$3,754 | \$3,902 | \$4,056 | \$4,216 |
| | 8 | \$4,247 | \$4,415 | \$4,589 | \$4,770 |
| | 12 | \$4,884 | \$5,076 | \$5,277 | \$5,485 |
| | 16 | \$5,616 | \$5,838 | \$6,069 | \$6,309 |
| GROUP C | 1 | \$1,975 | \$2,053 | \$2,134 | \$2,218 |
| | 2 | \$2,291 | \$2,381 | \$2,475 | \$2,573 |
| | 3 | \$2,608 | \$2,711 | \$2,818 | \$2,929 |
| | 4 | \$2,924 | \$3,039 | \$3,159 | \$3,284 |
| | 5 | \$3,240 | \$3,368 | \$3,501 | \$3,639 |
| | 8 | \$3,556 | \$3,696 | \$3,842 | \$3,994 |
| | 12 | \$4,089 | \$4,251 | \$4,419 | \$4,594 |
| | 16 | \$4,703 | \$4,889 | \$5,082 | \$5,283 |
| GROUP D | 1 | \$1,580 | \$1,642 | \$1,707 | \$1,774 |
| | 2 | \$1,818 | \$1,890 | \$1,965 | \$2,043 |
| | 3 | \$2,055 | \$2,136 | \$2,220 | \$2,308 |
| | 4 | \$2,291 | \$2,382 | \$2,476 | \$2,573 |
| | 5 | \$2,528 | \$2,628 | \$2,732 | \$2,840 |
| | 8 | \$2,767 | \$2,876 | \$2,990 | \$3,108 |
| | 12 | \$3,180 | \$3,306 | \$3,437 | \$3,573 |
| | 16 | \$3,656 | \$3,800 | \$3,950 | \$4,106 |
| GROUP E | 1 | \$1,383 | \$1,438 | \$1,495 | \$1,554 |
| | 2 | \$1,580 | \$1,642 | \$1,707 | \$1,774 |
| | 3 | \$1,778 | \$1,848 | \$1,921 | \$1,997 |
| | 4 | \$1,975 | \$2,053 | \$2,134 | \$2,218 |
| | 5 | \$2,175 | \$2,261 | \$2,350 | \$2,443 |
| | 8 | \$2,370 | \$2,464 | \$2,561 | \$2,662 |
| | 12 | \$2,726 | \$2,834 | \$2,946 | \$3,062 |
| | 16 | \$3,135 | \$3,259 | \$3,388 | \$3,522 |

COMPENSATED EXTRACURRICULAR ACTIVITIES
All Headings for Middle and Senior High Schools

| ACTIVITY | 2003-04 | 2004-05 | 2005-06 | 2006-07 |
|---|----------------|----------------|----------------|----------------|
| Academic Interscholastic Clubs | | | | |
| Academic Club Competition (Coordinator \$250) | \$1,000 | \$1,040 | \$1,081 | \$1,124 |
| Academic Event Competition (Coordinator \$250) | \$750 | \$780 | \$811 | \$843 |
| Bookstore Supervisor | \$1,085 | \$1,128 | \$1,173 | \$1,219 |
| Class Advisor - Freshman (max. 2) each | \$1,123 | \$1,167 | \$1,213 | \$1,261 |
| Class Advisor - Sophomore (max. 2) each | \$1,123 | \$1,167 | \$1,213 | \$1,261 |
| Class Advisor - Junior (max. 2) each | \$1,683 | \$1,749 | \$1,819 | \$1,890 |
| Class Advisor - Senior (max. 2) each | \$1,683 | \$1,749 | \$1,819 | \$1,890 |
| Concession Supervisor - Senior High | \$700 | \$728 | \$757 | \$787 |
| DECA | \$1,085 | \$1,128 | \$1,173 | \$1,219 |
| District Orchestra | \$2,444 | \$2,540 | \$2,641 | \$2,745 |
| Foreign Language Seminar | \$561 | \$583 | \$606 | \$630 |
| Interscholastic Athletics Equipment Mgr. | | | | |
| High School | \$5,050 | \$5,249 | \$5,456 | \$5,672 |
| Middle School | \$3,927 | \$4,082 | \$4,243 | \$4,411 |
| Intramural Supervisor (full year) | | | | |
| (rate per every 100 students in the school) | \$674 | \$701 | \$729 | \$758 |
| Madrigal Chorus | \$2,444 | \$2,540 | \$2,641 | \$2,745 |
| Music Ensembles - single | \$898 | \$934 | \$970 | \$1,009 |
| Music Ensembles - double | \$1,795 | \$1,866 | \$1,940 | \$2,017 |
| Natural Helpers (max. 3) each | \$730 | \$759 | \$789 | \$820 |
| Newspaper | \$1,085 | \$1,128 | \$1,173 | \$1,219 |
| Nurse Supervisor at Games | \$82 | \$85 | \$88 | \$91 |
| Pep Band Advisor | \$475 | \$494 | \$514 | \$534 |
| Radio Supervisor | \$815 | \$847 | \$880 | \$915 |
| Saturday Detention Supervisor | | | | |
| (per 2 hour session, Senior High) | \$67 | \$70 | \$73 | \$76 |
| Ski Club | \$1,085 | \$1,128 | \$1,173 | \$1,219 |
| Stage Band Director | \$2,444 | \$2,540 | \$2,641 | \$2,745 |
| Student Council Advisor (max. 2) each | \$1,683 | \$1,749 | \$1,819 | \$1,890 |
| Supervisor of Events - Elementary | \$58 | \$60 | \$62 | \$64 |
| Supervisor of Events - Secondary | \$58 | \$60 | \$62 | \$64 |
| Synchronized Swimming | \$1,358 | \$1,412 | \$1,468 | \$1,526 |
| Synchronized Swimming Assistant | \$543 | \$564 | \$586 | \$609 |
| Ticket Sales Supervisor | \$1,085 | \$1,128 | \$1,173 | \$1,219 |
| Westinghouse | \$561 | \$583 | \$606 | \$630 |
| Yearbook Advisor | \$2,035 | \$2,115 | \$2,199 | \$2,286 |
| Yearbook Assistant | \$815 | \$847 | \$880 | \$915 |
| Other Clubs | \$561 | \$583 | \$606 | \$630 |

STAGE PRODUCTIONS

Drama, High School

| | | | | |
|--------------|---------|---------|---------|---------|
| Director | \$1,749 | \$1,818 | \$1,890 | \$1,965 |
| Properties | \$543 | \$564 | \$586 | \$609 |
| Costume | \$543 | \$564 | \$586 | \$609 |
| Lighting | \$543 | \$564 | \$586 | \$609 |
| Set Director | \$678 | \$705 | \$733 | \$762 |

Musical, High School

| | | | | |
|-----------------------|---------|---------|---------|---------|
| Director | \$3,498 | \$3,636 | \$3,780 | \$3,929 |
| Properties | \$543 | \$564 | \$586 | \$609 |
| Costume | \$543 | \$564 | \$586 | \$609 |
| Lighting | \$543 | \$564 | \$586 | \$609 |
| Choral Director | \$1,749 | \$1,818 | \$1,890 | \$1,965 |
| Instrumental Director | \$1,749 | \$1,818 | \$1,890 | \$1,965 |
| Choreographer | \$1,749 | \$1,818 | \$1,890 | \$1,965 |
| Set Director | \$1,085 | \$1,128 | \$1,173 | \$1,219 |

Drama, Middle School

| | | | | |
|--------------|-------|-------|-------|-------|
| Director | \$700 | \$728 | \$757 | \$787 |
| Properties | \$543 | \$564 | \$586 | \$609 |
| Costume | \$543 | \$564 | \$586 | \$609 |
| Lighting | \$543 | \$564 | \$586 | \$609 |
| Set Director | \$271 | \$282 | \$293 | \$305 |

Musical, Middle School

| | | | | |
|-----------------------|---------|---------|---------|---------|
| Director | \$2,244 | \$2,333 | \$2,425 | \$2,521 |
| Properties | \$543 | \$564 | \$586 | \$609 |
| Costume | \$543 | \$564 | \$586 | \$609 |
| Lighting | \$543 | \$564 | \$586 | \$609 |
| Choral Director | \$700 | \$728 | \$757 | \$787 |
| Instrumental Director | \$700 | \$728 | \$757 | \$787 |
| Choreographer | \$700 | \$728 | \$757 | \$787 |
| Set Director | \$700 | \$728 | \$757 | \$787 |

There shall be no released time from regularly assigned teaching responsibilities for participation in any of the aforelisted coaching positions.

Coaching appointments shall be made by the Board upon recommendation of the Superintendent on a yearly basis. The Board, upon the recommendation of the Superintendent, may place the coach at any point in the appropriate salary schedule, at the time of initial appointment. If appointed for successive years of coaching that sport, the coach shall move to the next higher step in the salary for that position for each successive year.

Coaches will be paid in one lump sum, the amount as determined above, only after the season has been completed and the postseason requirements, as established by the Director of Physical Education and Athletics, have been completed by that coach.

If for any reason the season for any of the aforelisted sports, as that season has been set by the Director of Physical Education and Athletics, is shortened or cancelled, the coach's salary shall be prorated or withheld accordingly.

There shall be no released time from regularly assigned teaching responsibilities for participation in any compensated extracurricular activities except with the prior approval of the teacher's building principal.

Field trips during the school day that extend into the evening hours and include dinner as a part of the field trip will be paid the event supervision rate.

If a teacher performs a compensated extracurricular activity in two [2] schools that teacher shall receive one and one-half times the amount set forth in the above schedule for that activity.

Payment for that compensated extracurricular activity listed above shall be made in one lump sum following completion of the activity and approval of the required voucher by the principal. The teacher shall submit a summary of that club's activities during that year and any recommendation for improvements of that club. Such summary shall accompany the voucher.

Any teacher wishing to conduct a club shall submit a written request to his or her building principal each year. The principal shall review the request and forward the request, with recommendations, to the Superintendent, or his designee. The Superintendent, or his designee, shall review the request and the principal's recommendation and shall determine whether the club shall be recognized for that school year. If the Superintendent recognizes a club, the teacher responsible for that club shall be paid a sum of \$500 for the 2000-01 school year. This provision applies to both Senior High and Middle Schools.

The procedures for prior approval set forth above shall apply also to the extracurricular activities listed herein.

The teacher shall receive written notification of approval or disapproval prior to the first meeting of such club from the building principal.

* If, due to weather conditions, the program is curtailed, the Director's salary will be reduced accordingly.

Section 19.

The employer shall payroll deduct and remit payments to the NYSUT Benefit Trust upon submission to the Payroll Office of a signed authorization.

Section 20.

The employer shall payroll deduct for VOTE/COPE contributions upon submission to the Payroll Office of a signed authorization.

Section 21.

Subject to applicable laws, a unit member may elect to contribute a portion of his/her salary to any individual or group annuity plan, mutual fund, or custodial account, which qualifies as a proper funding vehicle under Section 403 [b] of the Internal Revenue Code.

Section 22.

Effective January 1, 1995 and subject to the approval of the Internal Revenue Service, the district shall establish a Flexible Spending Account program.

Article 30
Academic Intervention Services

District required academic intervention services scheduled outside of the normal teacher workday will be governed by the following:

- A. Positions will be posted and current unit members will have preference for assignment to such positions.
- B. Assignment to such positions will be on a voluntary basis.
- C. Teachers will plan instruction and deliver a specific curriculum with no course grade given. These are not credit-bearing courses.
- D. The size of such classes will be no more than fifteen [15] students.
- E. Unit members assigned to these classes shall be paid a proration of their annual salary, to be determined by dividing annual salary of the unit member by 200 [days] and 7.5 [hours].

Article 31
Substitute Teachers

Section 1. Definitions

- A. Per Diem Substitute - An individual who is appointed on a day by day basis to replace a teacher whose absence, due to such things as, but not limited to, sick leave, personal leave or bereavement leave, is anticipated to be of short duration.

The per diem substitute enjoys no benefits provided by this Agreement and is paid at a daily rate established by the Board of Education.

- B. Regular Long-term Substitute - An individual who is appointed to replace a teacher who is on a lengthy leave of absence, due to such things as, but not limited to, child bearing-

rearing leave, military leave or sabbatical leave. The duration of such absence would normally, at its outset, be for a semester or more.

The regular long-term substitute enjoys all the benefits provided by this Agreement, and is paid at a rate determined by appropriate placement on the teacher's salary schedule.

- C. Interim substitute - An individual who is appointed to temporarily fill a vacant position, which vacancy has been declared by the Board of Education.

Section 2.

If, by appropriate Board action, a bona fide vacancy is determined to exist within the negotiating unit, an interim substitute may be assigned to that vacancy for up to twenty [20] school days to assure the opportunity to recruit a qualified replacement to fill the vacancy.

If the interim substitute who was assigned to the vacancy is appointed during or at the end of the substitute assignment, to fill that vacancy, that teacher's probationary appointment shall begin retroactive to the first day on which that teacher was assigned as an interim substitute, to the vacancy.

Section 3.

An interim substitute or regular substitute will be paid at the monthly rate of 1/10 of the appropriate annual salary if either:

- A. The substitute teacher served in the same replacement capacity for at least twenty [20] school days in a calendar month, or
- B. There are fewer than twenty [20] school days in a calendar month and the substitute teacher served in the same replacement capacity for all the school days in the month.

Section 4.

If a per diem substitute is assigned to the same replacement position for twenty [20] consecutive school days, that per diem substitute shall be retroactively paid the difference between the prorated appropriate annual salary, according to that teacher's placement in the appropriate column and step of the teacher's salary schedule and the per diem rate paid retroactive to the first day of such consecutive assignment to the date on which the consecutive service ends.

Observance of a recognized religious holiday shall not constitute an interruption of the twenty [20] consecutive school-day period.

Section 5.

Each period of substitute service, as a per diem substitute, a regular long-term substitute or an interim substitute, is separate and distinct. For example, if a substitute completes twenty [20] or more consecutive school days assigned to the same position and is subsequently assigned to that same position following a break in such assignment, that teacher will commence a new period.

Section 6.

Substitute teachers, whether a per diem substitute, a regular long-term substitute or an interim substitute, acquire no rights to the position to which they are assigned.

Article 32

Discipline and Dismissal Procedures

Section 1.

In any administrative investigation of a tenured teacher's conduct, that teacher may, upon the teacher's request, be accompanied by a representative of the Association.

Section 2.

In the event that, following an administrative investigation of a tenured teacher's conduct, the administration intends to pursue a disciplinary action against that teacher, the Director of Human Resources shall notify the President of the Association in writing. Following that notice the teacher may choose to have a representative of the Association present at any meeting at which the teacher's conduct will be discussed.

Section 3.

If an employee within this negotiating unit does not enjoy the protection of Section 3020-a of the New York Education Law but has been employed by the District for more than three consecutive years within this negotiating unit, such employee may request a hearing before the Superintendent, or his designee, in the event the employee is discharged or disciplined in the form of a written reprimand or a suspension without pay.

In the event of such discipline or discharge, the employee must file a written request with the Superintendent for such a hearing within ten [10] days after the employee is notified of such discipline or discharge.

The conduct of the hearing shall be determined by the Superintendent, or his designee.

The determination of the Superintendent, or his designee, shall be final. The employee may be represented by an Association representative.

Article 33

Agency Shop

Section 1.

Any unit member covered by this Agreement as of June 30, 1990 who has not previously been declared exempt from Agency Fee under this Article shall remain subject to the Agency Fee. Any such unit member who has been exempted shall not have to reapply at any time during his or her employment by the District.

Section 2.

Effective July 1, 1990 an individual shall have thirty [30] calendar days from his/her first day of employment to make application for exemption from the Agency Fee. The request shall be in writing and submitted to the District's Director of Human Resources. A panel shall meet and render a decision in accordance with the procedures of Section 3 of this Article within thirty [30] calendar days of receipt of the application. For an employee who is subject to

Agency Fee, the Fee shall be prorated on the basis of 1/10 per month of the total annual Agency Fee beginning with the employee's first day of employment.

Any employee who does not make timely application as provided for in this Article shall become and remain subject to the Agency Fee arrangement.

Any employee who has been exempted from the Agency Fee arrangement by the panel shall not have to reapply at any time during his/her employment by the District.

Section 3.

In the event that one or more requests are received by the Director of Human Resources, such requests shall be referred to the District-designated panel. The panel shall contact the individuals who have submitted requests and arrange for hearing dates.

The requests, the hearing and the panel's decision shall be strictly confidential. If the panel determines that the individual is to be exempt from the Agency Fee, then such notification shall be submitted to the President of the Association and to the Director of Human Resources. Such determination by the panel shall be final and binding.

In the event that the panel determines the individual is exempt from the Agency Fee, then that individual need not make application for renewed exemption at any time during his or her employment by the Rush-Henrietta Central School District.

The criteria for determining the legitimacy of the reason for requesting exemption shall be determined by the panel at its discretion.

Section 4.

It is understood and agreed that an employee who becomes subject to the Agency Fee arrangement does not necessarily have to become a member of the Association. Such membership is voluntary with the individual employee.

Section 5.

The provisions of this Article are applicable only to employees who, at the time of their employment, are expected to earn at least Five Thousand Dollars [\$5,000] per year of employment by the District.

Section 6.

The individual teacher who wishes to be exempt from the Agency Fee may include in the submission to the panel the reasons for the requested exemption. The panel may act upon the reasons as set forth in the submission or may request the teacher to appear before it.

Section 7.

All submissions to and proceedings before the panel shall be strictly confidential. The panel composition may be changed both as to individuals and numbers of individuals at any time at the discretion of the Board. No records or documents will be submitted from a panel to any other panel, and all such documents shall be destroyed after the panel has rendered its decision in any individual case. The parties to this Agreement understand that there may be no uniformity or consistency between various panels as to the reasons or rationale on the basis of which a teacher is exempted. It is understood and agreed, however, that there may not be a grievance filed by the Association or any individual based upon actions taken by such a panel.

Section 8.

In the event an employee is first employed after the opening of school in September in any given school year and further agrees to be subject to the Agency Fee Provision, that employee's dues will be prorated on the basis of 1/10 per month of the total dues for that school year.

Article 34
Complete Agreement Clause

Section 1.

The Superintendent and the Association acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make proposals with respect to any subject or matter not removed by law from the areas of collective negotiations.

Section 2.

The understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement.

Section 3.

The Superintendent and the Association agree that to promote a stable relationship neither party shall, for the duration of this Agreement, be obligated to negotiate collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered by this Agreement.

Section 4.

The Board and Superintendent retain all rights, powers and authority, including its right to assign duties to teachers, it had prior to entering this Agreement except as expressly abridged or modified by this Agreement.

Article 35
Retirement

Section 1. Health Insurance

- A. Full-time employees who retire after June 1, 1992 with ten [10] years of service effective July 1, 2000 under the New York State Retirement System who have been employed by the District for at least ten [10] years immediately preceding the effective date of retirement, and who retire when these conditions exist, will receive an annual contribution toward health insurance of \$3,000 for a single plan and \$4,200 for a family plan, whichever is selected annually.
- B. Effective July 1, 2003 through August 31, 2007, teachers meeting the requirements for retirement in Section A and who retire may elect to receive a lump sum payment of \$35,000 in lieu of health insurance coverage. This option shall expire at 11:59 p.m. on August 31, 2007. Teachers may use this benefit in conjunction with Article 35, Section 5.
- C. Employees who retired prior to July 1, 1987 and the District shall share equally an amount equal to the premium for the Blue Cross/Blue Shield health insurance plan or the premium for the health maintenance organization plan, whichever is the lesser, until the retiree reaches age sixty-five [65].

For employees who retired between July 1, 1987 and June 1, 1992, the District shall pay the full premium for the Blue Cross/Blue Shield health insurance plan or the premium for the health maintenance organization, whichever is the lesser, until the retiree reaches age sixty-five [65].

- D. In electing this provision, the employee agrees to remit to the District, in advance, the employee's share of the premium for the succeeding two [2] months. Such payment shall be submitted, if any, to the attention of the Assistant Superintendent for Business.

Failure to make said advance payment shall entitle the District to cancel the retiree's, or the spouse's, coverage. Following such cancellation the District shall be automatically and completely relieved from any further payments on behalf of that retiree and/or spouse.

- E. Under [A] above, the District's obligations shall automatically cease ten [10] years after the date of retirement. If the retiree dies prior to ten [10] years after the date of retirement and subject to [D] above, the District shall contribute its share of the premium rate for the single plan. Such contributions shall cease upon either the death of the surviving spouse or ten [10] years after the date of retirement, whichever occurs first.
- F. Under [C] above, the District's obligations shall automatically cease at the time the retiree reaches 65 years of age. If the retiree dies before reaching age 65, and subject to [D] above, the District shall contribute its share of the premium on behalf of the surviving spouse, if any, toward the annual premium rate for the single plan. Such contributions shall cease upon either the death of the surviving spouse or the date on which the retiree would have reached age 65.
- G. Nothing contained in this Article shall prevent the District and the Association from negotiating a modification, abolition or replacement of the existing insurance coverage. Such negotiations shall be binding upon the retirees and spouses.

Section 2. Life Insurance

- A. Teachers who retire from the Rush-Henrietta School District during, or after, the District's 1977-78 school year, who have completed a minimum of ten [10] years of employment immediately preceding the effective date of retirement and who have been in the District's group term life insurance program for at least the last five [5] consecutive years of employment immediately preceding retirement may carry the group term life insurance into retirement. The face value of the retiree's policy shall equal to twice the final year's salary to the nearest \$1,000.
- B. The premium for this policy shall be borne by the District.
- C. At age 65 the face value of the retiree's policy shall be reduced to \$5,000.00 and at age 70 coverage shall cease.
- D. If the teacher elects to convert the term coverage to individual whole life, the District's obligation to pay premiums for that individual ceases.

- E. Nothing contained herein shall prevent the District and the Association from negotiating a change, modification or abolition of the group term life insurance policy. Such negotiations shall be binding upon the retiree.

Section 3. Health Fund

Teachers who retire from the Rush-Henrietta School District after July 1, 1984, who are at least 55 years of age, have ten [10] years of service, effective July 1, 2000, under the New York State Teachers Retirement System and who have been employed by the District for at least ten [10] years, may take into retirement the Health Fund coverage effective July 1, 1984, with the full District contribution being paid by the District until that teacher reaches age 65.

Teachers who retire from the Rush-Henrietta School District after June 1, 1992 who have ten [10] years of service under the New York State Teachers' Retirement System and who have been employed by the District for at least ten [10] years immediately preceding the effective date of retirement may take into retirement the Health Fund coverage effective upon retirement with the full District contribution being paid by the District for a period of ten [10] years following retirement.

Section 4. Sick Leave Provision

Teachers who retire from the Rush-Henrietta School District and who meet the conditions outlined below will be eligible for a payment of \$60 per day for all unused accumulated paid sick days. In no event may this amount exceed \$12,000. It is not intended that this provision shall deny any teacher the right to exercise their rights under Article 36, Work Incentive.

The qualifying conditions under which a teacher may retire and be eligible for the retirement incentive are:

- a. Ten [10] years of credited service under the New York State Retirement System.
- b. Ten [10] years of employment in the District.
- c. The employee is a full-time employee.
- d. The employee must retire at the end of the school year in which the request is made.
- e. An irrevocable letter of intent to retire shall be filed by February 1 of the school year in which the retirement will take place.
- f. The incentive payment shall be paid in a single check paid to the employee no later than 30 days after the effective date of his/her retirement.
- g. An employee may elect to put this payment into a 403 [b] plan.
- h. Provisions of this section shall extend through July and August of the year the teacher notifies the District of his/her intent to retire.

Section 5.

Upon request, a teacher shall be granted up to twelve [12] months unpaid leave of absence preceding the date of that teacher's retirement under the New York State Teachers' Retirement System [NYSTRS]. The leave shall begin July 1 and end the day before his/her effective date

of retirement under NYSTRS. Teachers who meet the requirements for the benefits of Sections 1 through 4 of this Article shall be eligible for those benefits effective July 1.

Teachers shall receive all benefits in Sections 1 through 4 of the school year preceding such leave of absence. Teachers shall receive all benefits in Sections 1 through 3 of this Article if an irrevocable letter of intent to retire is filed between February 2 and August 1 of the school year preceding such leave of absence. Health insurance and Health Care benefits will continue for ten [10] years from July 1. The teacher will initiate his/her retirement from the NYSTRS when he/she is first eligible. Failure to comply may result in forfeiture of any remaining benefits listed in this Article.

For purposes described in this Section [Section 5], retirement is defined as the end of the last school year in which the teacher is an active employee. It is understood that the teacher may not be eligible to begin collecting a pension until some date during the following school year.

Article 36 **Part-Time Employees**

Section 1.

- a. Part-Time Unit Members - Whenever used in this Agreement, Part-Time Unit Members shall mean those certificated employees whose primary duties are those of their Full-Time colleagues in accordance with District practice.
- b. Part-Time Hourly Paid Unit Members - whenever used in this Agreement Part-Time Hourly Paid Unit Members shall mean those certificated employees who are employed specifically for small group and tutorial instructional activities generally under the direct supervision of a Full- Time staff member in accordance with District practice and who have a regularly-scheduled work week of not more than twenty-nine [29] hours.
- c. Effective July 1, 2001, part-time hourly paid reading and math teacher positions will be converted to part-time unit member positions.

Section 2. Salary

- a. Part-Time Unit Members - Regularly-scheduled part-time employees shall have their salary calculated each year of employment as follows:

The initial salary placement on the salary index shall be determined for the part-time employee as though that employee were a regular full-time teacher. Having determined the appropriate Step and Column placement, for a secondary classroom teacher each class shall be prorated on the basis of one-fifth [1/5] per class. Science classes with labs will be prorated on the basis of one-fourth [1/4] per class.

Those regularly scheduled part-time employees at the elementary level who are regularly scheduled to work at least three and one-half [3-1/2] hours per day shall receive pro-rated sick leave and personal leave only. Those regularly scheduled part-time teachers at the secondary level who are regularly scheduled to work at least three hours and forty-five minutes per day shall receive prorated sick leave and personal leave only.

- b. For 2003-2007, part-time hourly unit members will receive 3.95% increase each year.

| | |
|--|---------------|
| c. Hiring Schedule (Effective 7/1/04): | Hourly Salary |
| No teaching experience | \$18.50 |
| Up to 5 years teaching experience | 20.50 |
| More than 5 years teaching experience | 22.50 |

Section 3. Benefits

- a. Part-Time Unit Members
 - Prorated personal leave as in Section 2 - per Article 11
 - Prorated sick leave as in Section 2 - per Article 8
 - Bereavement leave - three [3] workdays per Article 10
 - Jury Duty-per Article 12
 - In-service-per Article 21
 - Prorated payment of Health Insurance per Article 29, Section 8
 - Life insurance - per Article 29, Section 9
 - Prorated Health Fund
- b. Part Time Hourly Paid Unit Members -
 - Bereavement leave - three [3] workdays per Article 10
 - Health insurance at employee's expense
 - Life insurance - per Article 29, Section 9
 - Jury Duty - per Article 12
 - In-service - per Article 11
 - Paid Holidays - Columbus Day, Veterans Day, Thanksgiving Day, day after Thanksgiving, Martin Luther King Day, Memorial Day
 - Sick Leave - Four days per year paid sick leave for part-time hourly employees who are scheduled to work at least twenty [20] but not more than twenty-nine [29] hours per week and who will be employed for a minimum of thirty [30] consecutive weeks. Unused sick leave accumulated at the end of the employment year [June 30] shall be carried forward into the next employment year. There shall be no maximum accumulation of sick leave.
 - Personal Leave - One day per year paid leave for personal business which cannot be taken care of out-side normal teaching hours in accordance with Article 11.

Section 4.

- a. Part-Time Unit Members - The employment year for part-time teachers shall be the same as for regular full-time classroom teachers as designated by the school calendar in any given school year.
- b. Part-time hourly paid Unit Members - The employment year will vary from year to year and shall be determined at the sole discretion of the District in each year. The normal work year shall be defined as 180 days.

Part-Time hourly paid employees shall receive their hourly rate of pay for all activities required by the District beyond their regularly-scheduled hours.

Section 5. Work Day, Work Week

Part-time hourly paid unit members who are scheduled to work at least 20 but not more than twenty-nine [29] hours a week and who will be employed for a minimum of thirty [30] consecutive weeks shall be scheduled for one-half hour planning time during the scheduled

work day or the equivalent amount of time per five-day work week. Each unit member shall be scheduled for one-half hour unpaid lunch time during the scheduled work day.

Section 6. Travel

Traveling part-time unit members and part-time hourly paid unit members will have travel time of thirty [30] minutes within their scheduled working hours. A travel allowance at the established district rate shall be reimbursed to each traveling teacher upon the timely submission of appropriate mileage vouchers.

Section 7. Layoff - Part-time hourly paid unit members

- a. If, in the District's opinion, it becomes desirable and necessary to lay off one or more employee[s] within the part-time hourly paid Unit Member certification areas, the part-time employees will be laid off in reverse order of District seniority within the certification area.
- b. The decision to layoff is at the sole discretion of the District and will not be Subject to the grievance procedure of this Agreement
- c. In the event of a layoff, the District will create a recall list for part-time hourly paid employees by certification area and by seniority. Recall of part-time hourly paid employees shall be only to part-time hourly positions.
- d. An employee's recall rights expire three [3] calendar years after the date of layoff or if the employee rejects an offer of recall, whichever occurs first.

Section 8 - Combination of Part-Time Unit Members and Part-Time Hourly Paid Unit Members

Any teacher who holds a combined position as a part-time member and as a part-time hourly paid unit member and who has twenty-two [22] or more student contact hours shall have paid lunch and paid planning time.

Section 9. - Registered Nurse Position

- a. The salary for the part-time registered nurse position will be based on the part-time hourly schedule, Article 37, Section 2, of the RHEA teachers' contract. Part-time registered nurses are scheduled to work at least twenty [20] but not more than twenty-nine [29] hours per week and will be employed for a minimum of thirty [30] consecutive weeks.
- b. Benefits
 - Bereavement leave - three [3] work days per Article 10.
 - Health and life insurance at employee's expense.
 - Jury Duty - per Article 12.
 - Paid Holidays - Columbus Day, Veterans Day, Thanksgiving Day and the day after Thanksgiving Day, Martin Luther King Day, Memorial Day.
 - Sick leave - Three [3] days per year paid sick leave. Unused sick leave shall be carried forward into the next employment year. There shall be no maximum accumulation of sick leave.
 - Personal leave - One [1] paid day leave for personal business which cannot be taken care of outside normal working hours in accordance with Article 11. These days can accumulate as per Article 11 [4].

- A registered nurse scheduled for four [4] hours or more shall receive a ten [10] minute break period.
- Travel time - per Article 36, Section 6.
- Meetings - A registered nurse shall be paid his/her hourly rate when required to attend meetings beyond the work day. If the time between the end of the scheduled work day and the beginning of the required meeting is less than one [1] hour, that time shall be paid at the hourly rate.

Article 37 **Employee Assistance Program**

The District will provide an Employee Assistance Program [EAP] for unit members. The EAP should be available for difficulties including, but not limited to, emotional or mental stress, chemical dependency, family and marital issues and financial problems. Employees and their dependents should be encouraged to seek help voluntarily through the EAP. The Superintendent or his designee may refer the employee to the EAP as part of a job performance remediation effort. Employees are assured that involvement with an EAP will be strictly confidential and no record of the involvement may become a part of an employee's personnel record.

Article 38 **Kindergarten**

Section 1.

Teachers in the K-6 tenure area may request assignment to one section of kindergarten. Teachers assigned to one section of kindergarten shall be entitled to all benefits on a prorated basis. Teachers assigned to one section of kindergarten shall be credited with one year experience for seniority purposes and advance one step on the salary schedule.

Section 2.

Two teachers in the K-6 tenure area may request to job share one kindergarten position. Each teacher will be assigned one section of kindergarten and the teachers will make every effort to plan together and cooperate in room preparation. The teachers will be the first choice for substituting each other.

Section 3.

Teachers assigned to one section of kindergarten may return to full-time status for the ensuing school year upon notification to the District. Such reassignment will be based on District seniority.

Article 39 **Collegial Coaching**

Section 1.

Newly-hired teachers will be assigned a "coach" who will support them during their first year of teaching in the District. If possible, the coach will be in the same building as the new teacher and at the same grade level/subject area.

Section 2.

Tenured, permanently certified teachers may apply to be a coach to a panel appointed by the Teacher Center Policy Board. Appointments will be made by June 30. New teachers hired during the summer or at the beginning of the school year will be appointed a coach by September 15th.

Section 3.

Coaches will attend one day of the new teacher orientation program in August for coaches, training to be provided by the Teacher Center. Coaches appointed after the August meeting will attend a coaches training workshop after school begins. Coaches will meet with their new teacher one time per week on a scheduled basis for the first half of the year and as needed during the second half of the year. Coaches will conduct 3 peer observations of the new teacher and give him/her feedback; review in-service courses offered by the District with their new teacher; and be generally available to their assigned new teacher as needed. Teachers will be given release time when needed to be used to conduct observations. All information between the newly hired teacher and coach will not be used in the evaluation process.

Section 4.

Probationary teachers may be assigned a coach for a second year if there are concerns about job performance.

Section 5.

Coaches who are assigned to work with one new teacher will receive an annual stipend of \$1,000 from the District. Coaches who are assigned to work with two new teachers will receive an annual stipend of \$1,500 from the District. These coaches must conduct two (2) peer observations of each new teacher.

Section 6.

Newly hired teachers will observe a lesson taught by their coach and one other teacher during their first year. Teachers will be given release time when needed to conduct observations.

Section 7.

Effective July 1, 1998 subject to budget appropriation.

Section 8.

The panel, appointed by the Teacher Center Policy Board, may identify a location, or number of locations (i.e., building or department), in which there is a "cluster" of new hires. A coach may be asked to work with up to five (5) probationary teachers. Probationary teachers who have some teaching experience but have not received tenure from Rush-Henrietta could be part of this Collegial Cluster. Collegial Cluster coaches will attend training. The coach will meet at least monthly with their Collegial Cluster and address the needs of the group. Teachers will be given release time if there is a request by a probationary teacher for a peer collegial observation. Collegial Cluster coaches will receive an annual stipend of \$1,500 from the District.

Article 40
Newly Hired Employees

The District agrees to inform the Association President in writing of all new employees covered by this bargaining unit. That notification shall include name, job title, salary and starting date. The District also agrees to provide each new employee a copy of the negotiated Agreement.

Article 41
Dues Deductions

Section 1.

The employer agrees to deduct from the wages of employees who are members of the Association, the dues of such Association as the individual employee individually and voluntarily shall authorize the Employer to deduct and to transmit the monies thus deducted to the Association.

Section 2.

Authorizations for such deductions shall be in writing on a form provided by the Association, signed by the individual and placed on file in the Employer's Business Office.

Section 3.

Authorized dues deductions for the Teachers Chapter members shall be made in equal amounts commencing on a date agreed upon by the Association and the Superintendent.

Section 4.

The Association agrees to hold the Employer and its agents harmless from any and all liability which may occur from the implementation of the foregoing policy.

Article 42
Duration

The provisions of this Agreement, except as otherwise specifically provided herein, shall become effective as of July 1, 2003 and shall continue in full force and effect until, and including, June 30, 2007.

Unless either party gives written notice at least 130 days but not more than 150 days prior to the end of the fiscal year requesting to modify, amend or negotiate this Agreement, then in that event said Agreement shall continue in full force and effect from year to year thereafter until such notice is given at least 130 days but not more than 150 days prior to the end of the District's fiscal year.

Article 43
Savings Clause

This Agreement and all provisions contained herein are subject to all applicable laws. In the event any Article or any section of any Article of this Agreement is held by a court of competent jurisdiction to violate any such applicable law, said Article or section shall be rendered null and void but the remainder of this Agreement shall remain in full force and effect as if the violative portion had not been a part of this Agreement.

AS AGREED UPON THIS 18th day of November, 2003.

President, R.H.E.A.

Superintendent of Schools

APPENDIX A

Teacher Appraisal Criteria

Introduction

- Brief background
- Current assignment

Content Knowledge

- Current and appropriate academic background
- Ability to integrate new knowledge into the instructional program
- Works at keeping skills current

Preparation

- Uses District curriculum and assessments
- Evidence of appropriate long-range, unit and lesson planning
- Selection of relevant materials

Instructional Delivery [Student Development and Assessment]

- Evidence of appropriate expectations for students
- Demonstrate knowledge of student development
- Ability to engage students, to evaluate their learning and adjust curriculum and instruction accordingly
- Evidence that useful feedback is provided to students
- Evidence that progress is reported to parents
- Ability to teach a diverse group of students
- Learn new technology and apply it to teaching
- Implements assessment techniques based on appropriate learning standards

Management

- Maintain a safe and stimulating environment
- Ability to use a variety of management, instructional and behavior techniques in handling students

Collaboration

- Relates appropriately to parents and students
- Promotes respect for all individuals and for the value of diversity
- Is able to work with colleagues
- Participates in school/department/district wide activities

Reflective and Responsive Practice

- Demonstrate that practice is reviewed
- Modify planning based on student work

Summary Comments:

TEACHER APPRAISAL FORM

Introduction

Content Knowledge

Preparation

Instructional Delivery [Student Development and Assessment]

Management of Instructional Setting

Collaboration

Reflective and Responsive Practice

Summary Comments

We have discussed this report.

| | | | |
|---------|-------|-----------|-------|
| _____ | _____ | _____ | _____ |
| Teacher | Date | Appraiser | Date |

Teacher Comments

APPENDIX B
Memorandum of Understanding

Conference Period
at Senior High School and Middle School

The conference period is designed to make time available during the school day for teachers to conduct professional duties. Activities may include but are not limited to:

- Planning with other teachers.
- Consultations with other teachers, such as teachers assigned to special education, special area subjects, and the skill center.
- Conferences with parents.
- Provision of extra help to students in the classes assigned to the teacher.
- Attending meetings called by the Principal or Supervisor.
- Other appropriate educational activities.

It is further understood that, for this period, areas within the building appropriate to the work being performed will be identified.

Both parties further recognize that the activities engaged in during this period will and can vary from day to day, but will be appropriate as outlined above. Such variations may require the teacher to work in locations other than the one identified. When such changes are necessary, the teacher will leave word where in the school he/ she can be reached.

Administrative Assignments at Senior High School

Academic Centers, as planned for the 1990-91 school year, will be considered an administrative assignment.

APPENDIX C

Senior High School Block Scheduling

The normal load for high school teachers shall be the equivalent of five [5] classes of approximately eighty [80] minutes, one administrative assignment of approximately eighty [80] minutes and one conference period of approximately eighty [80] minutes over a two-day cycle as long as there is a five-period daily block schedule. Administrative assignments and conference periods may be divided into two periods of approximately forty [40] minutes in lieu of one eighty-minute period.

1. Teachers shall have a maximum of three classes per day.
2. All teachers would be available to students during one daily period opposite lunch. This period will be the contractual administrative assignment or conference period, whichever applies to the unit member.

All unit members who are fulfilling the administrative assignment will have students assigned to them in the cafeteria, gym, computer lab, academic center or a classroom.

Unit members who are fulfilling the conference period will be available to students.

3. Unit members who have an administrative assignment will fulfill their conference period duties during the equivalent of one teaching period every two days.
4. Special education teachers will work with special education students during the period opposite lunch. Special education teachers will work with special education students to support academic work in settings similar to resource rooms, academic centers, or study halls.

At the request of either party, the parties will enter into discussions concerning this language for the purpose of resolving problems or issues with the block schedule model.

Index

| | <u>Page</u> |
|---|-------------|
| Academic Intervention Services | 40 |
| Agency Shop | 42 |
| Appendix A [Teacher Appraisal Criteria] | 53 |
| Appendix B [Conference Period at Senior High and Middle Schools]..... | 55 |
| Appendix C [Senior High School Block Scheduling] | 56 |
| Assignments and Transfer | 10 |
| Association President | 18 |
| Bereavement Leave | 7 |
| Building Advisory Committee | 3 |
| Certification | 3 |
| Class Size | 17 |
| Collegial Coaching | 50 |
| Complete Agreement Clause | 44 |
| Consultation | 2 |
| Curriculum Work | 27 |
| Discipline and Dismissal Procedures | 42 |
| Dues Deductions | 52 |
| Duration | 52 |
| Employee Assistance Program | 50 |
| Employment Year | 12 |
| Fellowships | 23 |
| Grievance Procedure | 19 |
| In-Service | 18 |
| Jury Duty | 9 |
| Kindergarten | 50 |
| Leaves of Absence | 9 |
| Negotiating Procedures | 1 |
| Newly-Hired Employee | 51 |
| Noncompensated Extracurricular Activities | 19 |
| Official Personnel File | 16 |
| Part-Time Employees | 47 |
| Personal Leave | 8 |
| Physical Examinations | 22 |
| Protection of Staff | 18 |
| Recognition and No Strike | 1 |
| Retirement | 44 |
| Safety Committee | 3 |
| Salaries | 28 |
| Savings Clause | 52 |
| Sick Leave | 5 |
| Snow Days | 27 |
| Substitute Teachers | 40 |
| Summer Enrichment Grants | 26 |
| Teaching Hours | 4 |
| Teacher Appraisal | 13 |
| Worker's Compensation | 7 |